

Ministry Training Pipeline PLAN



“Pipelines are designed to bring something that is valuable, even precious, from one place where there is plenty, to a place where that resource is rare. The North West Ministry Pipeline is designed to help supply our Diocese with a reliable supply of able, godly, and trained ministry workers. Traditionally, many of our workers have had to be sourced from the Eastern States and from Perth. While this has served us well, it has often been difficult to attract gospel workers to move to the ‘wild west’, and it then takes considerable time for them to acclimatise and adjust to the particular demands of ministry in our region. It would be wonderful if more and more of our ministry workers were to come from our own ministry nursery right here in our own backyard - from among our own people. That’s what the North West Ministry Pipeline is designed to deliver. I commend it warmly to you for your prayerful support.”

- Bishop Darrell Parker -

Purpose: To identify and train ministry workers to become equippers of God's people in the Diocese of North West Australia as per Ephesians 4:11-13

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, ¹²to equip his people for works of service, so that the body of Christ may be built up ¹³until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Aim: Provide a continuous and sustainable pipeline of lay and ordained ministers for the Diocese of North West Australia.

Strategy:

1. Provide a 5-stage Ministry Training Pipeline including:
 - Leader in Training
 - Ministry Apprentice
 - Theological Student
 - Curate
 - Minister

A trainee may enter the pipeline at any stage.

2. Identify, engage and establish people onto the Ministry Training Pipeline who have displayed potential to be future ministry workers in our remote rural diocese, including:

- homegrown, sons and daughters of the diocese of North West Australia
 - individuals and families who are at a pivot point in their lives.
 - individuals and couples who are semi- retired or retired.
3. Develop an individual training plan for each trainee based on their prayerfully considered ministry calling.
 4. STAGE 1: To provide a ministry based Leader in Training (LIT) program for junior workers.
 5. STAGE 2: To provide a two-year full-time or part-time immersive Ministry Apprenticeship including:
 - Foundational theological training through Ministry Training Strategy (MTS),
 - Experience across all areas of parish based ministry,
 - Mentoring by ordained minister,
 - Three to six-month exchange program with partner diocese (eg. Armidale, Bathurst, etc)

The Ministry Apprentice will also focus on an agreed specialist ministry area such as:

- Music
 - Children & youth
 - Preaching & evangelism
 - Prayer,
 - Pastoral care & hospitality
 - Administration, communications, and social media
 - Information technology (live-streaming, AV, sound, network systems)
6. STAGE 3: To provide a full time, 3-year theological student candidacy sponsorship program at a minimum of degree level at Trinity Theological College (Perth), including:
 - Prayerful, practical and financial support
 - Discounted accommodation through ministry partners in Perth
 - Student Minister ministry experience in a partner parish in Perth
 - Guaranteed two-year Curacy placement in Diocese of North West Australia
 7. STAGE 4: To provide a two to three-year Curacy program as full-time or part-time Ordained or Lay Assistant Ministers in a parish or para-church setting in the Diocese of North West Australia, including specific training across all areas of the ministry including:
 - Anglican Prayerbook, 39-Article, governance and policy training
 - Parish Council or board level experience
 - Ministry Plan training and development
 - Church and special service training
 - Fund-raising training
 - Working with teams and volunteers training
 - Preaching and other word-based ministry development

8. STAGE 5: Develop a personal ministry plan with the Bishop of North West Australia with a view to serving for at least 5 years in a diocesan ministry including:
- Assistant Minister in parish or Cathedral
 - Rector in Parish
 - Minister or chaplain at Mission to Seafarers
 - School, Hospital or Prison Chaplain
9. FINANCIAL: To provide suitable remuneration at each stage funded entirely or by a mixture of:
- Local Parish or Ministry Centre
 - Diocesan Training Funds
 - Ministry Funding bodies (eg. BCA or CMS)
 - Partner churches
 - Pledging individuals and families
 - Self-funded

These funds will be raised by the Trainee, Parish or Ministry Centre of the Diocese of North West Australia directly approaching potential financial supporters in consultation with their supervisor and the Diocesan Gospel Partnerships Officer.

Plan:

November 2022: Raise the idea with Parish Council and seek in principle approval. Develop Ministry Training Pipeline model.

January 2023: Communicate with potential supporters to gauge their interest.

February 2023: Consult with new Bishop Darrell Parker to ensure alignment with diocesan plan.

March 2023: Identify potential Ministry Apprentices from within the Cathedral

April 2023: Consult with MTS regarding training program requirements.

May 2023: Engage with potential supporters to pledge support beginning July 2023

June 2023: Advertise with MTS for a Ministry Apprentice as per their policy. Confirm funding progress and approval to proceed with Parish Council

July 2023: Appoint first Ministry Apprentice

August 2023: Develop training timeline with Apprentice.

September 2023: Commence structured Apprenticeship training and development.

October 2023: Communicate progress with partners and develop further support and training partnerships (eg. Apprenticeship exchange program with other dioceses)

November 2023: Consider second Ministry Apprentice or Theological Student Candidate or Curate.

January 2024: Apprentice (and trainer) to attend MTS annual conference in NSW/ACT. Trainer and Apprentice to conduct deputations in NSW/ACT churches as financial and prayer partners of Ministry Training Pipeline.

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25 May 2023