

The Liverpool District of the Methodist Church- Training Policy

EQUIPPING THE SAINTS (Eph. 4 11-12)

1 Introduction

1.1 Objectives

Our mission and purpose is to enable the District to fulfil the Vision as set out in “Our Calling” and “The priorities of the Methodist Church”

- By the enabling and encouragement of effective management of change
- By releasing human resources for mission
- By envisioning and growing transformational leaders
- By funding and providing planned programmes for discipleship and lifelong learning
- By encouraging the development of reflective practitioners

1.2 Rationale

To advocate and encourage a commitment to deepening discipleship for all within the Liverpool District of the Methodist Church and so equip us for more effective ministry and mission.

1.3 Scope

This policy extends to all, both ordained and lay.

1.4 Principles

- Everyone in the church should be encouraged, enabled and empowered to be and become more truly disciples of Jesus Christ.
- Access to training and personal development should be as flexible as possible with no discrimination.
- Learning should be valued and recognised.
- Learning should be appropriate.
- Everyone working within the District is entitled to work in an environment which equips them to perform their current role to the best of their ability and develops their skills.
- The Annual Review process will provide ordained personnel with the opportunity to discuss their training needs and the best ways these can be addressed.
- Opportunities to work in partnership with other denominations/organisations should be pursued wherever possible.

2 POLICY

2.1.1 Responsibility for Learning and Personal Development

The remit of the District Training Group (DTG) is to envision and to promulgate training policy and oversee its implementation. This group will monitor provision of the training to enable a coordinated and funded approach to the delivery of training across all circuits in the District

The Evaluation of specific training outcomes is the remit of other committees eg. Probationers.

The DTG will report to the Resourcing Mission Group (RMG) via the secretary of the DTG and to the North West Regional Training Forum (NWRTF) via the Training Officer.

Copy of minutes of DTG to be sent to District Treasurer and DDE

Other people can be invited to join DTG for discussion about a specific area of training need or development

2.1.2 Scope of DTG includes:

- Children's and youth workers training
- Creating Safer Space
- Probationers
- CDIM/ Annual review and Under 5's
- EDEV
- Local Preachers and worship leaders
- Evangelism
- Fresh expressions
- Ecumenical Training
- Encouraging the development of Reflective Practice

DTG may offer support and signposting for training by approved specialists in statutory compliance matters particularly

- Safeguarding/ Creating safer space
- Health and Safety/Food Hygiene/First Aid etc

NB. It should be noted that compliance with all statutory requirements remains the responsibility of the Managing Trustees of each local church.

3. Training Strategy

3.1 Planning for Learning and Personal Development

The DTG will produce a strategic document and plan which will encompass all training resources. This will cover all training needed for compliance with statutory and legal requirements for best practice, in accordance with the Discipline of the Methodist Church.

The DTG will act as a "think tank" as the District seeks to respond to the emergent context of Mission and Ministry and Discipleship and will act as signposts to the resources available to manage, particularly in this period of transition

3.2 Training Methods

A range of different methods of implementing learning and personal development needs should be considered to determine which is most appropriate. These may include:

- Consideration of alternatives to formal training and the costs/benefits of these
- The individuals preferred style of learning
- The encouragement of skills in contextual reflection and praxis
- Formal and informal methods such as mentoring
- Where appropriate learning should be shared

3.3 Reporting Channels

The DTG will oversee the strategy and implementation of learning and personal development across the District and will report regularly to:

RMG via the Training Secretary

NWRTF via the Training Officer

3.2 Training Budget

The District Treasurer and Chair will determine an annual training budget to be agreed at RMG.

The allocation of District Training Funds to be overseen by DTG.

Specific funds will be administered by the relevant officer in conjunction with District Treasurer in accordance with agreed policy and practice e.g. The Training Secretary will administer claims for CDIM as per S/O 745

3.3 Monitoring and Support for Learning and Personal Development

Areas of responsibility represented on DTG:

District Chair

Regional Training Officer

Safeguarding Officer

Probationers Secretaries

Annual Review Coordinator

A Local Preacher's Tutor

Training Secretary

3.4 Roles and responsibilities:

3.4.1 Regional Training Officer

Based in the Liverpool District.

Responsible for;

The delivery of the Creating Safer Space Training agenda (Safeguarding) working alongside the District Safeguarding Officer.

The co-ordination and delivery of EDEV programmes and activities across the District linking into the regional programme and working with other training officers.

The co ordination and delivery of youth and children's work training as defined in the Regional youth and children's work Training Strategy.

The delivery of and signposting people to role related training (pastoral visitors, stewards etc) at present with a particular focus on the delivery and promotion of Circuit Stewards training.

Responding to specific training requests to either deliver or broker training for particular situations.

Working alongside other District Officers (eg the DDE) to ensure the delivery of appropriate and quality training across the District.

Accountable at a local level to the line manager and management group and then to the Regional Training Forum.

3.4.2 The Training Secretary

- Convenor of the DTG
- The contact point for applications for funding from the Training Fund and forms part of the decision making process on these.
- Facilitates opportunities for wider thinking on training issues.
- Administrator of the CDIM grants

The Training Secretary serves the Training Group as a member and secretary. The Training Group is under the remit of and answerable to Resourcing Mission Group.

3.4.3 Liverpool District Probationers Training:

The sharing of responsibility in the District involves a team comprising Joint Probationers' Secretaries and a Probationers' Chaplain who also supports Probationers' study. The Methodist Church Handbooks for Presbyteral and Diaconal Probation outline the competencies required and deadlines to be met. The guidelines in these Handbooks create the foundation and accountability for every aspect of the team's work.

The District team work collaboratively with other North West Districts for some aspects of the programme and, on occasions throughout the year, with Under 5 ministers. The Liverpool District Probationers' Committee comprises a group of lay and ordained people, dedicated to the support and encouragement of Probationers within their overall role of assessment and review.

Melvyn Kelly is a joint Probationers' Secretary, taking responsibility for the formal reporting and documentation required for Probationary ministers and for liaising with MCPOC and with the Diaconal Order.

Christine Jones is a joint Probationers' Secretary, taking responsibility for the programme throughout the year, liaising with Probationers Secretaries from other Districts to enhance that programme.

John Lansley is the Probationers Chaplain, offering individual conversations for Probationers and their families if necessary and supporting the work of the Committee with devotions. John works with Probationers to ensure study creates space for proper theological reflection of the experience as Circuit Ministers.

3.4.4. Safeguarding Officer

To provide District/Circuits/Churches with:

- Up-to-date information
- District guidelines
- Assistance with policy & procedures
- On-going training:
 - In line with Connexional policy
 - Specialised training

To Keep:

- Keep a database of Circuit & Church Safeguarding officers

To work ecumenically where possible by:

- Attending Ecumenical Safeguarding meetings
- Train together when possible

Child Protection

To give support & advice to District/ Circuit/Churches where:

- Allegations of abuse occur
- a contract is required for a known sex offender

Responsible to:

- Liverpool Methodist District Chair

Links with:

- Liverpool District Training Officer
- Liverpool District Training Group
- Liverpool District RMG
- Ecumenical Safeguarding Officers
- Connexional Safeguarding Team
- Manchester & Stockport Training Officer
- Northwest Safeguarding Group – Anglican./Methodist
- Connexional Safeguarding Group

3.4.5 The co-ordinator of the Annual Review Process

To consult and liaise with the District Chair in all aspects of the Annual Review process.

These include:

- The appointment of facilitators
- The organisation and implementation of the process
- To arrange training for those involved with the process:

Facilitators

Church and Circuit Stewards

Presbyters

- To provide support as and when needed to all involved in the process
- To provide an annual update to the District Chair

