Training Agreement

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ. Ephesians 4.11-12

The purpose of a training agreement is to clarify how someone will engage in a particular ministry on behalf of the local church while they are going through the process of being trained. Four headings steer this discussion for growing ministry together.

- **Direction**
    - How does this person's training for ministry contribute to the vision and direction of your church community?
    - During training, who are they to work alongside and share in ministry?
    - What will they be expected to do in the parish while they are training and how will they know they are fulfilling this?
    - What is the expected time commitment during the training, on top of the course itself? weekly? monthly?

- **Affirming**
    - What do you want to affirm about this person's calling and gifting?
    - How will feedback be given and development monitored while they are going through training?

- **Equipping**
    - Are there other things that will help develop this person's capacity for ministry? E.g. Courses? Coaching? Spiritual accompaniment? etc
    - What will happen at the end of the course – will the PCC make a decision about authorisation immediately?

- **Supporting**
    - What other commitments might need to be discontinued while this training is taking place?
    - Who else has an interest in this training agreement and whose voice needs to be heard?
    - What support can the person expect from the church minister? Team leader? Wider deanery or diocesan church?
    - What teams meetings, church gatherings and prayer gatherings are they expected to attend?
    - What communication networks will they be part of?
    - How will the training minister support them through the training process? Will you meet together? Discuss progress? How often?
    - What opportunities are there for the learning taking place to be put into practice in the parish? Should there be more?