

JULY 2019 SURVEY RESULTS

TELT (THEOLOGICAL EDUCATION AND LEADERSHIP TRAINING) REVIEW

NOM JOURNEY (Feedback from July 2019 survey)

		DISCERNMENT				TRAINING/KCML	
NOM Journey	<pre> graph LR Church --> Presbytery Presbytery --> Application[Application Process] Application --> NAW NAW --> Studies Studies --> Internship Internship --> Ordination </pre>						
	Stakeholders	Minister	Members of Presbytery Student Convenor	Student Convenor NAW KCML	NAW KCML Student Convenor Universities, Colleges	KCML Church placement Minister Mentor Supervisor	KCML Church placement Supervisor
+	<p>DISCERNMENT: discerning process, on the job learning</p> <p>COMMUNICATION: feedback received, fortnightly supervision, safe environment to discuss/explore</p> <p>RELATIONSHIPS: convenor support (Kaimai), sharing the journey, practicing with each other, developing relationships, mentoring minister/ supervisor, pastoral care for interns, ratio of staff to interns, encouragement to try new things</p> <p>CURRICULUM: guidance/advice on studies, block courses – intense/concentrated learning, courses/papers well taught, some flexibility around personal circumstances, block courses in different places – can connect nationally, attending Knox in Dunedin, focus on mission, apprenticeship model, wider picture of Presbyterian church, funeral leading, theological reflection, spiritual retreats, module on worship, module on leadership, visit to marae, preparation & personal development, theological grounding, emphasis on spiritual formation</p> <p>FINANCIAL ASSISTANCE: financial support/course fees</p>						
-	<p>WIDER CHURCH: PCANZ lack of identity (wishy washy), church management, lack of exposure to presbytery, presbytery disengaged from internship programme, concept of mission not practiced, freedom to experiment</p> <p>PROCESS: long application process for someone with degree & experience, discernment on direction – lacking opportunity to ask questions, lack of communication and organisation at times, placement in unsuitable parishes</p> <p>INTERNSHIP: not enough exposure to a variety of churches (traditional vs. other), time away from family, tailored individual outcomes, role of ministry reflection group (MRG)</p> <p>COMMUNICATION: irregular contact with KCML coordinator, little connection with LOMs, lack of encouragement</p> <p>CURRICULUM: some courses overly academic, workload uneven (second half of second year), extensions beyond graduation, necessity to have B.Theology before internship, over emphasis on academic vs. person, lacking practical focus (weddings, baptisms), lack of robust theology, some classes unsatisfactory (various reasons), curriculum changes constantly, no PI staff, spiritual formation, traditional parish models, self-awareness/ growth, women in ministry, KCML tutor, tutor expectations, lack of attention to non-parish forms of ministry, difference between KCML & parish context, application of some assignments, need more practical focus rather than academic, resistance to discussing key issues (sexuality)</p> <p>RELATIONSHIPS: Lack of Sympathy and flexibility, cultural insensitivity (feeling alone, loud classrooms), communication/ pastoral care</p>						
Change one thing	<p>PROCESS: cooperative ventures that are successful, more flexibility around application process, better matching of interns to first church, expose interns to healthy flourishing churches <u>before</u> sending to small struggling isolated ones, allow degree work and internship simultaneously</p> <p>COMMUNICATION: more discussions on challenges using empathy and creativity</p> <p>CURRICULUM: more cross cultural and bi-cultural training, more hands-on learning, better understanding of reformed theology, congregational transformation, no repeat of previous studies (cross crediting??), practicalities of ministry, spiritual formation & interpersonal growth that connects with both KCML behaviours & church behaviours, retreat style learning, community events, wider church learning at KCML for refresh, retraining, innovation, engagement, variety of topics, Treaty of Waitangi workshop should be compulsory, running good meetings, training that meets the needs of the church with ongoing review</p> <p>KCML: KCML Identity – why they exist, what kind of ministers are wanted, what messages to be proclaimed, KCML reputation – build trust, KCML – coordination role, workshops/training delivered by expert practitioners, change in staff – more representative of diversity in church, imbalance between KCML travel and book writing and intern needs</p> <p>RELATIONSHIPS: genuine pastoral care</p>						

MINISTER MENTORS (NOMs) (Feedback from July 2019 survey)

		DISCERNMENT				TRAINING/KCML	
NOM Journey							
	Stakeholders	Minister	Members of Presbytery Student Convenor	Student Convenor NAW KCML	NAW KCML Student Convenor Universities, Colleges	KCML Church placement Minister Mentor Supervisor	KCML Church placement Supervisor
+	<p>COMMUNICATION: Ability to negotiate with KCML on placement of intern; invited to provide input on interns around team leadership and ministry marriage; good communication with intern, supervising staff member and KCML; opportunities to meet with KCML staff; KCML helpful and quick to respond with regular contact; useful handbook and KCML gave plenty of warning about what was needed; regular meetings to discuss and pray; advice and guidance before and during placement of interns</p> <p>RELATIONSHIPS: Trusting relationships with interns that allows for knowledge sharing; good support from KCML; Parish Council able to speak directly to KCML before entering into a contract; felt like the relationship with KCML was a partnership and I wasn't alone; the personal relationships developed amongst interns aided growth and development; interaction with interns helps to keep other ministers sharp (mutual learning, stimulating theological reflection)</p> <p>INTERNSHIP: Great idea</p> <p>PROCESS: Freedom to involve the intern in what works for them and the church</p> <p>CURRICULUM: Good provision of material; flexibility in unique situations; a range of learning experiences; preparation for a different way of being church and doing ministry; variety of assignments and approaches in the internship programme; practical ministry work undertaken by the interns; clear timetable; training days for local students and their mentor ministers was helpful; not too rigidly prescriptive</p> <p>FINANCIAL ASSISTANCE: Clear financial arrangements and commitments</p>						
-	<p>WIDER CHURCH: Understanding of what a minister's fair workload is</p> <p>PROCESS: Frustration with initial agreement set up under a different mentor; disappointment over non-involvement of intern in the main parish due to another project; training in being a mentor could have been better; overload of paperwork; lack of structure around the introductions process at the end of the internship (has moved from a workgroup on behalf of the wider church and is now a one person clearing house with minimal support for interns at a stressful time in their training); more clarity around role of mentor minister; lack of clear expectations on what should be covered in the mentor/intern relationship; no training for mentors; concerned that LOM training is becoming a back door into NOM</p> <p>INTERNSHIP: Ministry reflection group (MRG) met too infrequently; interns shouldn't be placed in the same context that they are used to</p> <p>COMMUNICATION: Colloquiums are a bit drawn out, but interns seem to benefit from them; no initial training or guidance; it would have been helpful to have a copy of the internship handbook from the beginning rather than part way through the programme; could benefit from feedback on intern's progress from others in the team; dependent on the intern to keep me up to date; communication with KCML could have been better; random and ad hoc communication with mentoring ministers could be more coordinated; sometimes felt my reports were going into a black hole (no feedback); thought there would be more feedback on what I should explore and develop further with my intern; lack of feedback on how intern is doing or where to from here when a report was received</p> <p>CURRICULUM: Would have liked more connection to the term modules so that I could arrange correlating ministry experiences; parish context was too similar to where the intern had come from; the seedlings concept seems under done and difficult for interns to cope with; disparity in training and collegial opportunities for NOMs and LOMs together; disconnect between the assignments and life in the church; change in timing of block courses interfered with planning; lack of clarity around student's assignment schedule; some of the training seems to be in conflict with reality in the parish</p> <p>RELATIONSHIPS: Would like to spend more time with intern on theological issues, but the intern's schedule is very full; sometimes felt distant from tutor; the connection between KCML and the host parishes seems to largely depend on the intern</p>						

Change one thing	<p>PROCESS: Need to keep a high and consistent standard for those accepted for ministry training (one rule for all); the initial agreement; more supervision; more training for mentor ministers</p> <p>COMMUNICATION: Having the intern's handbook from the beginning; a phone call from KCML every 5 to 6 weeks to check in with mentor would be good</p> <p>CURRICULUM: A schedule that allows the intern more time for preaching; would like to contribute to a course on professional practice; an overview of the programme with a look at time allocation would be good; a better understanding of the course so I knew what gaps needed to be filled; more teaching on how to work with Presbyteries around innovation; more spiritual formation</p> <p>KCML: Review of staff numbers, JDs, workflow, job size and accountability structures; provide support to KCML so that they can get on with the excellent and innovative job they are doing; there seems to be a lot of time that could be used more constructively; more awareness of the role of Presbytery; more online resources for the training of elders and other leaders</p> <p>RELATIONSHIPS: More trust in KCML by the wider church; a better relationship with KCML by the wider church; a better link between KCML and the Mentor, a proper partnership in the training; more on site gatherings with other students and mentoring ministers to get a clearer grasp of things</p>
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LOM JOURNEY (Feedback from July 2019 survey)

	DISCERNMENT			TRAINING/KCML	
LOM Journey	<pre> graph LR Church[Church] --> Presbytery[Presbytery] Presbytery --> Assessment[Assessment (Presbytery/NAW)] Assessment --> Probationary[Probationary Period (differs by candidate)] Probationary --> Training[Bespoke training agreement] Training --> Ordination[Ordination] </pre>				
Stakeholders	Church/Minister	Members of Presbytery	Presbytery NAW	Presbytery (Training Enabler) KCML Universities, Colleges	
+	<p>RELATIONSHIPS: Being able to train and connect with others; enthusiastic presbytery contact; support by my minister; support by KCML post ordination; social interaction through KCML; able to compare experiences</p> <p>CURRICULUM: Programme at KCML helps us feel affirmed and valued; recognised as an integral part of PCANZ; resources available; KCML available to provide information and advice on baptisms, marriage preparation, etc.; great teaching, informative; flexibility in timetable</p> <p>SUPPORT: KCML has been responsive to need for collegial support</p>				
-	<p>PROCESS: There seemed to be confusion in Presbytery about how to deal with LOM candidature; over a 10-year period, only two weeks of training attended</p> <p>CURRICULUM: More teaching on the Apostle and Prophet and where they fit in today's church; more coverage of other ministry gifts beyond teacher/pastor; more practical help around leadership and dealing with divisive matters</p> <p>RELATIONSHIPS: Would like more opportunities to develop a network; early on before meeting other LOMs, one can feel isolated</p> <p>FINANCIAL: Not eligible for financial support from PCANZ</p>				
Change one thing	<p>PROCESS: Want to be on equal footing with other ordained Ministers</p> <p>CURRICULUM: LOM courses only available once the LOM is ordained, courses earlier would have been invaluable; involve apostolic speakers as they have a commitment to be a Kingdom influence in the church and marketplace; lecture material provided is very academic and not always applicable to LOMs; LOMs need more practical training input</p>				

TRAINING ENABLERS (LOMs) (Feedback from July 2019 survey)

	DISCERNMENT			TRAINING/KCML	
LOM Journey	<pre> graph LR Church[Church] --> Presbytery[Presbytery] Presbytery --> Assessment[Assessment (Presbytery/NAW)] Assessment --> Probationary[Probationary Period (differs by candidate)] Probationary --> Agreement[Bespoke training agreement] Agreement --> Ordination[Ordination] </pre>				
Stakeholders	Church/Minister	Members of Presbytery	Presbytery NAW	Presbytery (Training Enabler) KCML Universities, Colleges	
+	<p>RELATIONSHIPS: KCML has been particularly helpful and responsive in undertaking training needs analysis and helping to navigate the process</p> <p>CURRICULUM: Flexibility from KCML around timetable for LOM applications; KCML was astute at identifying specific training gaps; internship model has produced some fine ministers; KCML are excellent at equipping and forming those called to ministry of word and sacrament</p> <p>SUPPORT: Advice and availability were appreciated</p>				
-	<p>PROCESS: Information for payment; Follow up at end of mentorship; lack of involvement in setting educational goals for LOM</p> <p>SUPPORT: Graduates with emotional issues not ready for ministry</p>				
Change one thing	<p>PROCESS: LOMs should be encouraged to attend block courses with the NOMs; provide an information pack for training enablers</p> <p>SUPPORT: Reintroduce CPE (or similar) for higher EQ in our ministers</p> <p>WIDER CHURCH: Leadership model in PCANZ needs changing; system feels “broken” and does not serve us well; need to create a new model that nurtures faith formation and creates healthy ecosystems to see innovative and missional expressions of church growing</p>				