

# The Knox Centre for Ministry and Leadership

## Introduction

The Knox Centre for Ministry and Leadership (KCML) forms ministers and leaders for service in the Presbyterian Church of Aotearoa New Zealand (PCANZ) and partner churches. It works in partnership with a variety of groups and networks, including Te Aka Puaho, presbyteries, and congregations.

In addition to training people for National Ordained Ministry (NOM), the Knox Centre also provides training for Locally Ordained Ministry (LOM), Local Shared Ministry, and other recognised ministries in the Church. It supports presbyteries and congregations in their leadership development and helps resource continuing ministry formation among the Presbyterian Church's ministers and elders.

Within Aotearoa New Zealand, the Knox Centre for Ministry and Leadership enjoys a close working relationship with three major training providers: Otago University, Laidlaw College, and Carey Baptist College. These training providers teach the primary theological qualifications needed for National Ordained Ministry and Locally Ordained Ministry candidates. The Knox Centre for Ministry and Leadership is under the governance of the Leadership Sub-committee (LSC) which in turns reports to the Council of Assembly of the PCANZ.

## Overview

The Knox Centre for Ministry and Leadership engages with presbyteries by providing training workshops, involvement in strategizing ministry and mission foci, and supporting presbytery initiatives. A significant part of the Knox Centre's ministry is the Nationally Ordained Ministry Internship. The Internship programme is a graduate programme (non-NZQA) for those who are training for national ordained ministry.

The internship is a 22-month programme whereby the intern spends 75% in a church or ministry placement, and 25% in study. There are six residential block courses during the internship. During the block course, seven subjects are taught. The overall focus is on spiritual formation, ministry skills development, character development, and experience in a range of ministry and mission tasks.

The Knox Centre for Ministry and Leadership also provides ongoing support for Foundation Students. Foundation Students are those who have had their sense of call affirmed for Nationally Ordained Ministry and are completing their under-graduate theological study. The Knox Centre provides close support in ensuring course selection adheres to Presbyterian Church of Aotearoa New Zealand requirements.

The Knox Centre for Ministry and Leadership also supports the Locally Ordained Ministry process through guidance and advice in ministry training and formation. They create the training agreements in conjunction with presbyteries and oversee the academic progress of probationers. They assist presbyteries in their training and formation of Locally Ordained Ministry probationers by assessing submitted work from probationers.

The Knox Centre for Ministry and Leadership provide academic advice to the PCANZ Personnel Workgroup who assess ministers from other denominations applying for recognition by the Presbyterian Church. This process is known as "Receptions". They supplement this by running a Receptions Course for those ministers successful in their application to the Presbyterian Church.

The Knox Centre for Ministry and Leadership oversee the Minister Development Plan (MDP) process and provide the administrative and ministry support for it. The Minister Development Plan is a deep

reflective process ministers undertake every three years. In 2018, the Knox Centre commissioned a major research project entitled the Thornton Blair Research. This research is based on interviews of 55 Presbyterian ministers about their life-long learning needs. The research findings were assessed with several presbyteries and five priorities were confirmed: faith, community, leadership, witness and innovation. One immediate initiative which emerged was the creation of a Living Library website with resources under each of the five priorities.

The Knox Centre for Ministry and Leadership also oversees a range of trust funds for the training of ministers pre – and post– ordination. The body which oversees these funds is called Senatus. Senatus meets twice a year to award funds, administer the trust funds, and to approve the readiness for ministry status of Nationally Ordained Ministry interns.

## Leadership Training and Formation

The Knox Centre for Ministry and Leadership as the name suggests, is a lot about leadership; both lay and ordained. The Knox Centre is a resource for the whole Church not just those starting out on their ordained ministry journey. It recognises leadership as a lifelong journey of understanding not only specific skills and theories, but also understanding ourselves within such spaces. The Knox Centre empowers and encouraging good Christian leadership throughout the Church as it makes available the rich resources within and beyond the Presbyterian Church. Knox Centre looks to resource elders, lay preachers, lay pastoral carers, mission innovators, and other expressions of leadership within our communities of faith.

The Knox Centre is committed to the formation of ministers both in its internship-based training and in ongoing ministry. Christian leadership involves more than a pragmatic skill base. Alongside learnings about topics such as change processes, conflict management, family systems theory, healthy governance and ordination, we recognise that resilience and integrity in ministry comes with a personhood grounded in Christ, with a good understanding of ethics and a Christian lifestyle. Formation in leadership is something that is a lifelong process. Through the training offered, Knox Centre endeavour to empower ministers to be the leaders God is calling them to be.

## Pioneering

“Forge Aotearoa” is a new initiative with the main objective of resourcing and training people involved in establishing new church plants and other forms of pioneering mission. The Knox Centre for Ministry and Leadership is part of several Presbyterian entities in establishing this work. This is part of Forge Global which has a presence in a number of countries.

## Ministry Development Plan

The Minister Development Plan (MDP) is a facilitated process that a minister completes every three years, gaining insight from others and developing a plan to support them in their ongoing formation. The Knox Centre for Ministry and Leadership handles the oversight, administration, and ongoing development of the process. There is a staff member responsible for administration who also serves the National Assessment Workgroup on behalf of the Leadership Sub-committee. The Knox Centre gather the facilitators for communities of learning a few times each year. The Ministry Development Plan process will provide themes for learning needs that the Knox Centre for Ministry and Leadership will respond to.

## Projects and Future Opportunities

The Knox Centre for Ministry and Leadership has a range of projects and opportunities including:

- 'Lay' training – to explore and expand existing resourcing to support presbyteries;
- Online learning – the opportunity to develop and strengthen our online capacity and capabilities;
- Consideration of integrating Locally Ordained Ministry formation with the Nationally Ordained Ministry block courses;
- Further strengthening relationships with presbyteries;
- Living Library – the opportunity to continue to deepen and widen its content and reach;
- Thornton Blair Research in Life-Long Learning – to continue to apply its findings in various contexts and initiatives;
- Minister Development Plan – to use this as a resource to capture themes to inform training and refreshment for ministers;
- Exploring initiatives with approved training providers to resource eldership and lay leadership within the Presbyterian Church;
- Be cognitive of best practise for adult learning and integrate key aspects of this in all areas of formation.