Appendix 5: Learning Needs Assessment

LOMs are expected to gain experience and understanding over a wide range of ministry skills and knowledge. Each LOM candidate will bring a unique mix of experience, and the training process will extend this and address any gaps. *The following is provided as a guide for self-reflection and for conversation, particularly with the Presbytery Candidate Convenor, and the Training Enabler/Mentor appointed by the Presbytery.* Ministry training might include mentoring, visiting other churches and outreach ministries, seminars and workshops, reading of books & online resources, reflection on ministry practice, retreats, supervision, spiritual direction, Presbytery events, etc.

Please highlight areas for support, training and mentoring, and set plans in place to address these.

When having the conversation with the Presbytery rep include any prior learning and plans to address learning needs.

**1. WORSHIP**

*... able to bring together personal convictions, theology, Presbyterian tradition (and other partner churches) appropriately in the LOM's local church context*

* Worship leading, prayer, liturgy, music, accessing resources
* Preaching
* Inter-generational worship and creativity
* Worship across cultures
* Communion
* Baptism (infant & adult)
* Funerals
* Weddings

**2. LEADERSHIP**

* Role of ordained minister in the local context
* Intercultural relationships and partnerships
* Team-work, encouraging lay ministry, role of elders
* Chairing meetings and facilitation skills
* Understanding parish finances
* Administration, time-management, reporting
* Websites, publicity & appropriate use of social media, emails etc

**3. MISSION**

* Mission & strategic planning
* Outreach, evangelism, social issues & care for creation
* Understanding context
* Global mission

**3. PASTORAL CARE**

* Pastoral skills
* Use of supervision
* Attendance (required) at PCANZ Risk Management Seminar
* Safe practice and boundaries
* A breadth of understanding of pastoral practice covering:

- Relationships & marriage preparation

- Children and young people

- Death & dying

- Grief, loss, abuse & trauma

- Mental health & other vulnerable people

- Referring on to other professionals

**4. BEING PRESBYTERIAN**

* Presbytery involvement
* Subordinate Standards (Kupu Whakapono and Westminster Confession) & the Formula
* Presbyterian history, Reformation to NZ/Pacific
* Book of Order, Conditions of Service Manual, etc.
* Able to access the PCANZ website & Assembly Office
* Te Aka Puaho, Kids Friendly, PYM, Presbyterian Support, Global Mission, and other aspects of PCANZ
* Complaints procedure and Code of ethics
* Ministry Development Framework & ministry reviews
* Policies related to ministry, such as sexual standards, women in ministry, infant baptism
* Conditions of service: stipend, reimbursements, Kiwisaver, allowances, computer, etc.
* The 'unit' system for work hours, managing workload

**5. CO-OPERATING**

* If in a CV or inter-church agency, will need to learn about partner churches, incl traditions, worship, ways of operating, also UCANZ Guide to Procedures
* Inter-church networks, e.g. local leaders

**6. PERSONAL WELLBEING**

* Regular patterns of faith and prayer
* Spiritual direction, retreats & inspiration
* Study of scripture and reading for personal growth
* Sabbath-keeping and holidays
* Family life and marriage
* Physical health & exercise

**7. OTHER** areas specific to the LOM ministry context ...