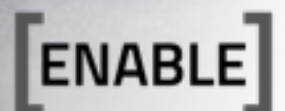




STEPPING OUT

A Development Pathway for Church Workers

A joint training initiative with the following organisations:



A DEVELOPMENT PATHWAY FOR CHURCH WORKERS - SUMMARY

Stepping Out aims to develop and equip new and potential church workers for the changing spiritual and ministry environment faced by contemporary churches, especially those of a Brethren origin or with similar ethos.

The scheme is a form of scholarship that provides up to 50% of the training costs for the first two years of an orientation period into Christian ministry.

Stepping Out is a partnership between three main parties:

- a trainee or probationary church worker
- a local church
- Tilsley College.

The basic process of development will be:

- a. Identifying a potential trainee. This may be a newly appointed or existing church worker, or someone with potential to be such a worker. In many cases this could be in co-operation with a church consultant (recommended by Partnership or another appropriate agency within Enable) and certainly will involve a local church affirming a person as a candidate for training.
- b. The trainee worker would apply to Tilsley College as normal, for acceptance on the college's *Diploma of Higher Education in Biblical Studies and Christian Ministry*.
- c. On completion of this programme of studies, the trainee would return to the local church and work for a further two years with continual pastoral support from the local leaders and Enable's representative, and opportunities for further study at Tilsley College.

The key to the development pathway is the selection by the local church of a suitable candidate for training. Central to this is the character and gifts of the individual rather than previous training or experience.

There is no specific age limit for the trainee church workers. *Stepping Out* works both as a pathway into service for those who have experience but little or no theological training as well as for younger candidates who sense God's call to ministry.

Thanks to generous donors, *Stepping Out* is able to provide some of the funding to cover the training costs. During the two year training phase the training costs will be shared on a 50/40/10 basis respectively between *Stepping Out*, placement church and trainee.

Tilsley College may be able to offer direct entry on to the second year of the Diploma programme to those who have prior theological training (or verifiable equivalent Biblical training).

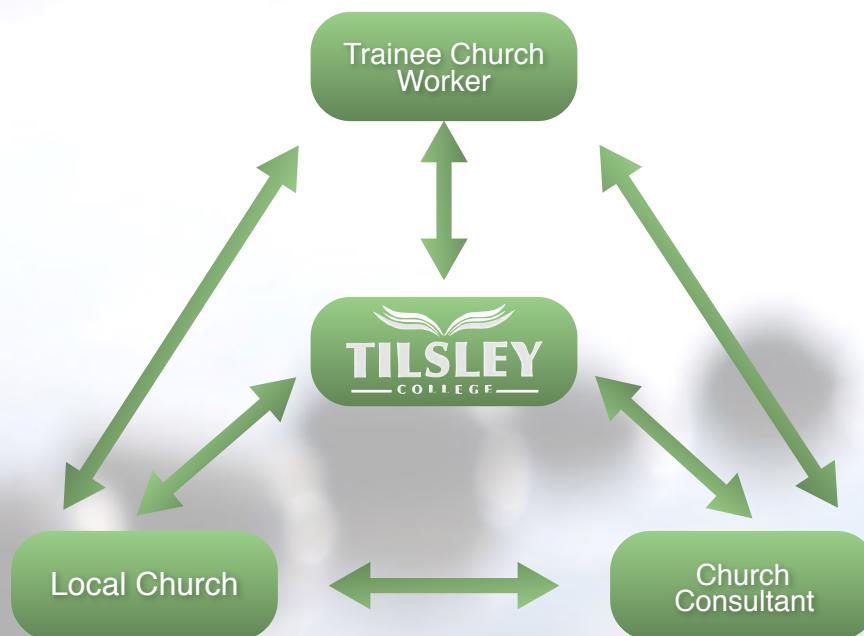
Tilsley College has links with other UK Bible colleges which would allow any trainee, should they wish it, to continue their studies into a third year and thus gain a bachelors degree.

WHY THIS, WHY NOW?

Trends in Brethren ethos churches have been towards the appointment of salaried church workers. This has increased the need for effectively trained people to work in these churches.

Recent church consultation work has highlighted the shortage of workers needed to fill existing needs, before any potential increase in those needs is taken into account. In particular there is a need to encourage the seeking out and training of potential church workers from within the very churches which are considering appointing a church worker.

Tilsley College has been training people for Christian service for 40 years, and over 145 past students have served, or are currently still serving, in a full time ministry capacity. Many others have effectively served in church leadership while involved in the workplace.



DETAILED EXPLANATION OF THE PATHWAY

The principal parties involved in the operations of *Stepping Out* are:

1. Trainee Church Worker

- a. An existing church worker, recently appointed or someone in whom a church recognises the potential to be a full time church worker.
- b. Appropriately qualified in terms of spiritual life and character, with a clear sense of calling to full/bi-vocational ministry.
- c. Willing to devote a minimum of 3-4 years to a combination of training and service (it would be expected that the trainee would commit to serve for at least 2 years post-Diploma at their home, or other agreed, church).

2. Local Church

- a. Seeks out the trainee.
- b. Provides the ministry context for training. It is envisaged that the majority of trainees will work within their own local church. However, in some instances, the trainee may be found in one church (their home church) but their training, and perhaps also subsequent service, will be in a second church (the placement church).
 - i. a four week placement as part of the first year of programme,
 - ii. additional practical placements during the first year of the programme (if geography permits) and, if desired by the church, during the summer period at the end of the first year,
 - iii. Provide a 26 week placement for the second year of the training programme,
- c. Provides pastoral support to the trainee. In the case of a separate home and placement church, these responsibilities will be shared by mutual agreement.
 - i. Provisions of or permission for the involvement of ministry mentors appropriate to the trainee's gifts, skills and ministry activities,
 - ii. Continuing leadership involvement in the mentoring programme for the trainee whilst they are in College and in the church.
- d. Contributes to the financial cost of training. Again, in the case of a home and placement church being involved, this responsibility will be shared by mutual agreement.
 - i. Contribution to all College fees for the two years of the Diploma programme,
 - ii. Contribution to a maintenance grant for a student for the two years of the training programme.

3. Church Consultant

The consultant would be recommended by Partnership or another appropriate agency within Enable. They would need to be acceptable to the home (and placement) church leadership. The consultant will work with the home (and placement) church in terms of the church's development and the role of the trainee worker in that development. Key responsibilities of the consultant include:

- a. Provision of a 'Health Check' with appropriate Action Plan for the home or placement church,
- b. Continued advisory support for the duration of the training and the subsequent two years,
- c. Advice concerning, and management of, suitable mentors for the trainee (in conjunction with the college).

4. Tilsley College

- a. administration and financial management of the training,
- b. provision of all taught elements,
- c. structure and management of the mentors (in conjunction with the church consultant and home or placement church),
- d. selection of the pathway's trainee workers in terms of academic suitability.

5. Enable

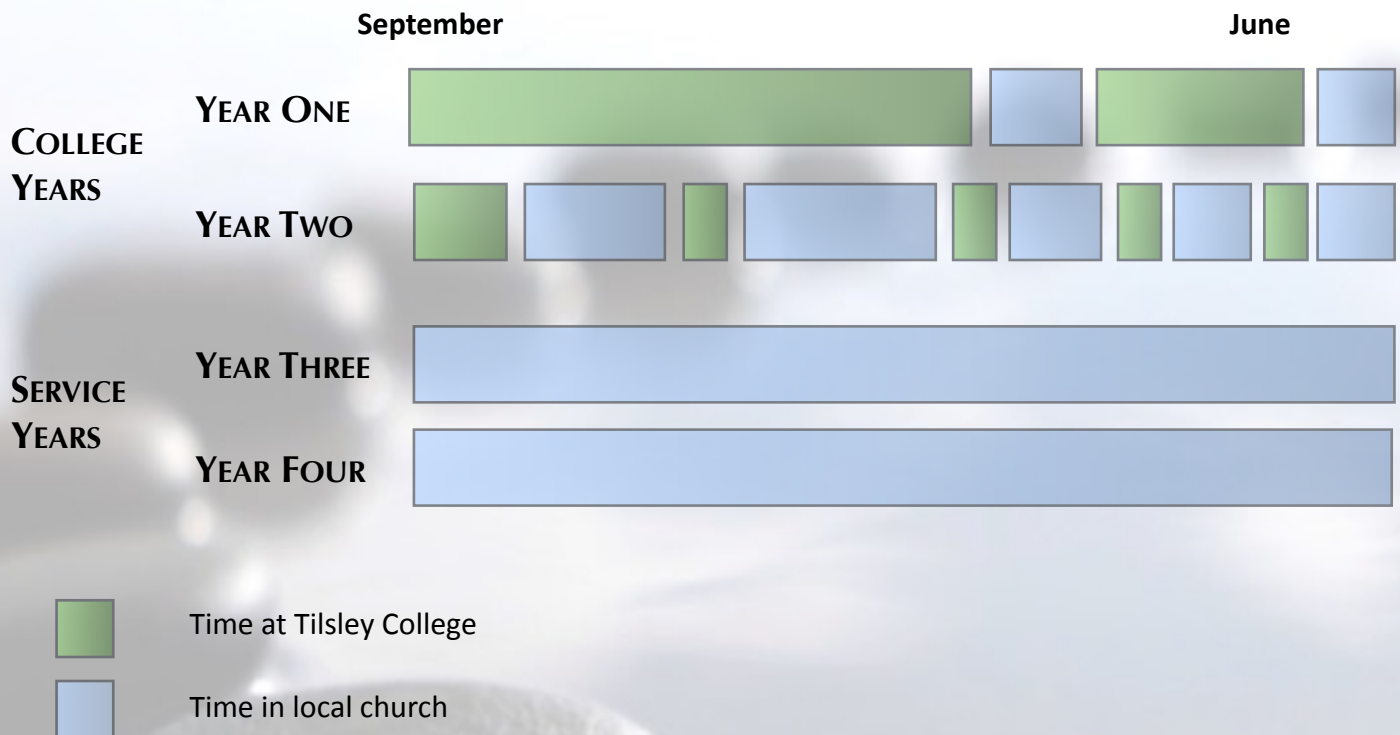
- a. promotion of the scheme and assistance in the recruitment of trainees,
- b. ensure good communication between all stakeholders,
- c. other duties assigned by Tilsley College for the delivery of the training.



TILSLEY COLLEGE APPLICATION AND GRADUATION PROCESS

- Candidate trainees should apply to Tilsley College using the normal application form on the college website, making clear that the application is part of the *Stepping Out* programme. The application form and process includes the commendation and approval of both a home church and church consultant.
- Interviews will take place between the key parties involved (college, trainee, church and consultant).
- When approval is granted from both college and church, a learning contract will be signed that covers the 3-4 years training and service periods.
- Successful completion of the college first year in conjunction with approval from the church leadership, are the necessary requirement for entry to the second year.
- Successful completion of the second year will enable the trainee to graduate with the *Diploma in Biblical Studies and Christian Ministry*, and this would normally be followed by the 2 years commitment of service with the church.
- During years three and four, it would be possible for a trainee to follow further, guided study with Tilsley College and work towards a *Professional Development Award*. Contact Tilsley College for further information, including costs.

TIMELINE



COSTS

ITEM	FIRST YEAR	SECOND YEAR
Tuition Fees	£5,350.00	£2,375.00
Maintenance Grant	£1,000.00	£9,843.00
Consultancy Costs	£650.00	£250.00
Total	£7,000.00	£12,468.00

FUNDING SOURCES

ITEM	FIRST YEAR	SECOND YEAR
Church Contribution	£2,800.00	£5,000.00
Trainee Contribution	£700.00	£1,200.00
Donor Funding	£3,500.00	£6,268.00
Total	£7,000.00	£12,468.00

The costs* above only cover the first two years of *Stepping Out*, the third and fourth years are the responsibility of the local church, as at that time the trainee will be serving full time in the church.

The funding needs are calculated on the basis of a nine month academic year, allowance must, therefore, be made for the three months of the summer period.

The local church commits to paying 40% of the total costs; the individual trainee commits to 10% (working on the principal of a tithe). The remaining 50% comes from the central funding source.

Further details concerning timing of payments etc can be found on the college website and in the *Stepping Out* handbook.

In the event of either a trainee or church stopping the training/work, payments to college/trainee will be made pro-rata for the period worked/studied, with an additional 10% of annual college fees added to the college for administration and loss of student place.

In accordance with its normal practice, Tilsley College maintains the right to refuse delivery of the qualification if the fees are not paid by the end of the academic year.

It is also recognised that the work the trainee does for the church may vary depending on the life experience, gifts and previous ministry experience of the trainee. The local church and trainee are free to discuss whether the church is willing to fund the trainee in additional ways for services rendered to the local church.

* These are Tilsley College's fees which are liable to increase; the latest fees can be found on the Tilsley College website. They do not include any costs for the optional *Professional Development Award* in years three and four.

FURTHER DETAILS

Further details are available from Tilsley College.

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