

PERSONAL MINISTRY DEVELOPMENT PLAN



Notes for local Church Leaders

What you need to do

1. Sign off on your minister's Personal Ministry Development Plan as part of requirements for registration
2. Retain a copy on file
3. Decide as a leadership to support your minister in fulfilling the objectives, through provision of time and other appropriate ways.

Before Signing

1. **Appoint** one of your number to sign on behalf of the Leadership Group
2. **The appointed person checks** that it conforms to requirements (see below)

Personal Ministry Development Plan

All Registered Ministers must have a current Personal Ministry Development Plan to which they are adhering and should follow these Guidelines:

The Plan must be specific, measurable, achievable, realistic, timely and designed to be of benefit to the Minister in the ministry setting.

The Plan may include areas of formal or informal study, attendance at seminars or conferences, private and personal study or a combination of these.

The Plan needs to be agreed upon by:

- *The Minister,*
- *The Minister's Mentor*
- *A representative from the church or ministry setting, and,*
- *A representative from Ministerial Services (in the case of Registration) or the Ministerial*
- *Registration Group (in the case of re-registration)*

All four persons will sign off on the Personal Ministry Development Plan with a copy held by each party.

3. **Here are guidelines given to the minister.** Your job is to satisfy yourself that the focuses in your pastor's PMDP are relevant. The elements are not meant to be onerous, nonetheless they are to have substance.

WHAT DO YOU INCLUDE IN YOUR PMDP?

The requirements are quite flexible. Below are standards.

- Elements must be measurable**
Example: Rather than "Attend Pastors' Renewal Retreat Group" write "Participate annually in a Pastors' Renewal Retreat Group and other occasions that the group gathers."
- Elements need to be achievable** Be realistic
- Include more than one element in each Area of Development** section in your PMDP
- Make *Development* and *participation* your focuses** It is not simply a matter of itemising your routine
- Do include areas of strength** as well as areas of limitation
- Ensure elements have substance** without becoming an onerous assignment
- Do integrate** with your week-to-week functioning