

## Continuing Ministerial Development

# In-Service Training

*Retreat/Study Period*

## **What is In-Service Training (IST)?**

A college course, although an excellent foundation, is not adequate to sustain a lifetime's ministry. New skills and insights are needed as the world and church change, and there is a continuing need for personal refreshment.

The Baptist Union recommended Terms of Settlement between ministers and churches now encourage all ministers to undertake such 'refresher' training each year for up to one week.

## **Types of Courses**

Courses on offer include

- theological and Biblical study,
- conferences,
- skills training, and
- retreats.

Ministers will choose according to personal interest and the current needs of ministry.

You may find it helpful to discuss ideas with a Regional Minister, with your guide if you are undertaking an appraisal under the Union's scheme of Guided Self-appraisal for Ministers, or with your mentor if you are a Newly Accredited Minister. Ideas can also be discussed with the Ministry Department.

## **Duration**

Courses are normally up to one week in length, although occasionally they are instead spread in a number of segments over a longer period of time.

## Finance

The Baptist Union will try to meet half the costs of IST through grant, up to a maximum level set each year; churches are asked to do their best to meet the other half.

Application forms are available from the Ministry Department, and should be sent there on completion.

Any money paid by the Union directly to the minister in respect of IST could be liable for tax. The church however, as 'employer', may provide additional training for the minister without tax liability arising. The grant cheque is therefore made payable to the church. The minister either

- claims the sum from the church as identifiable out of pocket expenses, backed by appropriate receipts, or
- arranges for the Treasurer to pay directly invoices to the value of the bursary.

## Report

Ministers should prepare a report, normally of between 700 and 1,000 words, and submit a copy to the B U Ministry Department within two months of the course ending.

## Further Academic Studies

This scheme does **not** cover work for further academic qualifications. Assistance with such costs may be available, through the Scholarship and Ministerial Training Bursary Committee. Enquiries should be made direct to the Ministry Department. (Applications must be received by 31 May before the start of the relevant academic year.)



**Baptist Union**  
of Great Britain

[www.baptist.org.uk](http://www.baptist.org.uk)

Baptist House PO Box 44 129 Broadway Didcot  
Oxfordshire OX11 8RT England

telephone 01235 517700 facsimile 01235 517750  
e-mail [ministry@baptist.org.uk](mailto:ministry@baptist.org.uk)