

Training Grant Policy

Purpose

The purposes of a Training Grant is to equip, resource and empower lay workers to achieve accreditation status and provide lay people with professional development for work within the Lutheran Church of Australia, through courses conducted by Australian Lutheran College, Grassroots Training or other Christian institutions so that through this, the people they interact with may know and follow Jesus and live a life of Christian witness and service.

Vision

Through the effective training of all lay workers serving in the Lutheran Church of Australia (LCA) and united in God's purpose and through the power of the Holy Spirit we will see people:

- coming to know Jesus
- worshipping Him in all of life
- experiencing community together
- growing in maturity in Christ
- being released for and engaged in ministry
- living and sharing the good news
- growing in the Word and in their daily life

Training Grants are available for the purpose of:

1. Achieving Accreditation Status

The recipients

Will be listed as a lay worker on the Board for Lay Ministry register.

Will exhibit a strong desire to remain in a paid ministry position within the Lutheran Church of Australia.

Will exhibit an ability for the work in which they are engaged.

Value of each training grant

The value of each Training Grant will be one third of the cost of the course or as determined by the Board for the lay worker to achieve accreditation status. The grant will be made on the understanding that the other two thirds are to be paid by the lay worker and/or the employer.

2. Professional development of Accredited Lay Workers

In recognition of the growing number of accredited lay workers, and in order to support their professional development, accredited lay workers will be able to access a Training Grant.

The recipients

Will be listed as an accredited lay worker on the Board for Lay Ministry register.

Will exhibit a strong desire to remain in a paid ministry position within the Lutheran Church of Australia.

Will exhibit an ability for the work in which they are engaged.

Will demonstrate that the course, conference or training event will significantly improve their ability to work in their current ministry.

Value of each Training Grant

The annual amount allocated for the purpose of scholarships is at the discretion of the Board. *The maximum grant is \$300 per lay worker.*

3. Lay Ministry Training for Volunteers

In recognition of the substantial amount of lay ministry which is currently undertaken purely on a volunteer basis, and of the substantial benefits of training, the Board for Lay Ministry is making available a limited amount of Training Grants to enable volunteers in lay ministry to access training events which will significantly contribute to their effectiveness in their role, but which would otherwise be cost-prohibitive. Applications can be made by individuals within a congregation, or a congregation (on behalf of specified volunteers). In either case, the application must be signed by the pastor or chairperson of the congregation.

Funding will only be provided where the application demonstrates that the course, conference or training event will significantly improve the volunteer's ability to work in their current ministry and will significantly contribute to the congregation's ministry and mission.

The recipients

Will be volunteers in congregations where there is a lay person listed on the official LCA lay workers list. They will be people who contribute regularly to the ministry and mission of their congregation and who exhibit a strong desire to remain active in contributing to the ministry and mission of the LCA.

Examples might include:

- *Lay people who volunteer regular, significant amounts of time in support of a ministry of the Lutheran Church of Australia.*
- *People involved along side of lay workers who are listed on the official LCA lay workers list (congregational chair, volunteer ministry people)*

Value of each Training Grant

The annual amount allocated for the purpose of training grants is at the discretion of the Board for Lay Ministry.

The maximum grant is \$200 per individual or up to a \$1,000 per congregation per lay worker employed.

Administration of the Training Grant

The Director for Lay Ministry will be responsible for administering the fund within the rules and subject to availability of funding.