

### 10% Formal Education

- Diocesan courses
- Courses provided by others
- Focused study course
- Web based learning
- Focused and directed reading

## CREATING A MINISTRY DEVELOPMENT PLAN

Research shows that lasting learning comes in 3 ways.

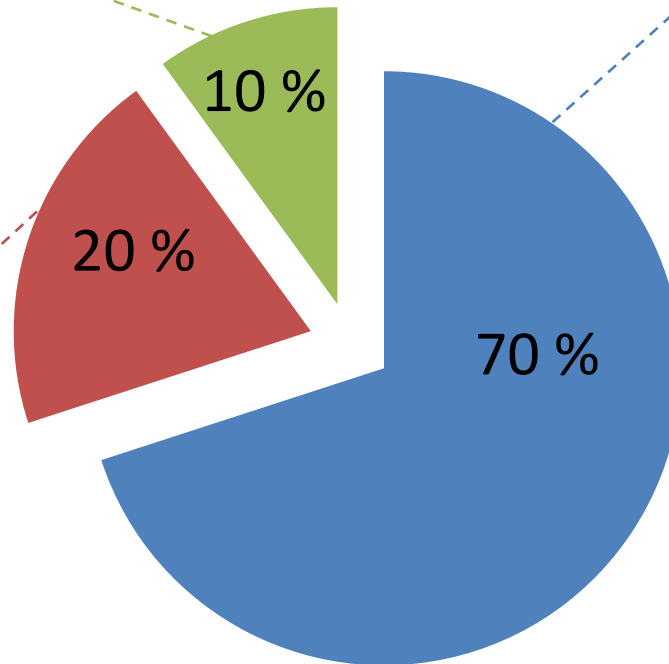
**70% Experience and Reflection**  
**20% Learning with Others**  
**10% Formal Education**

### 70% Experience and Reflection\*

- Visiting places
- Networking
- Shadowing others
- Ministry exchange
- Investigating possibilities
- Sabbatical or Study Leave
- Reflecting on current practice
- Identify and complete a [project (e.g. 90 day challenge in DLP)
- Inviting feedback from others. e.g. Worship Audit, Preaching Review

### 20% Exposure and Exchange

- Action Learning Sets
- Peer support groups
- Discussion forums
- Mentoring
- Coaching
- Work consultant
- Learning with other outside of normal church environs



\*All of these carry the assumption that it will include elements of reflection