

MINISTRY

DEVELOPMENT



YEAR / 2026



the ministry
experience scheme



HARBOUR CHURCH

Harbour Church is one church across three locations in the city of Portsmouth.

Our vision is to: play our part in seeing Jesus known, the Church alive and the City transformed. Each member of our team play a significant role in contributing and playing their part in our vision.

IF THE VISION IS WHERE WE ARE GOING, THE VALUES IS WHO WE ARE ON THE JOURNEY. OUR VALUES AS A TEAM ARE:

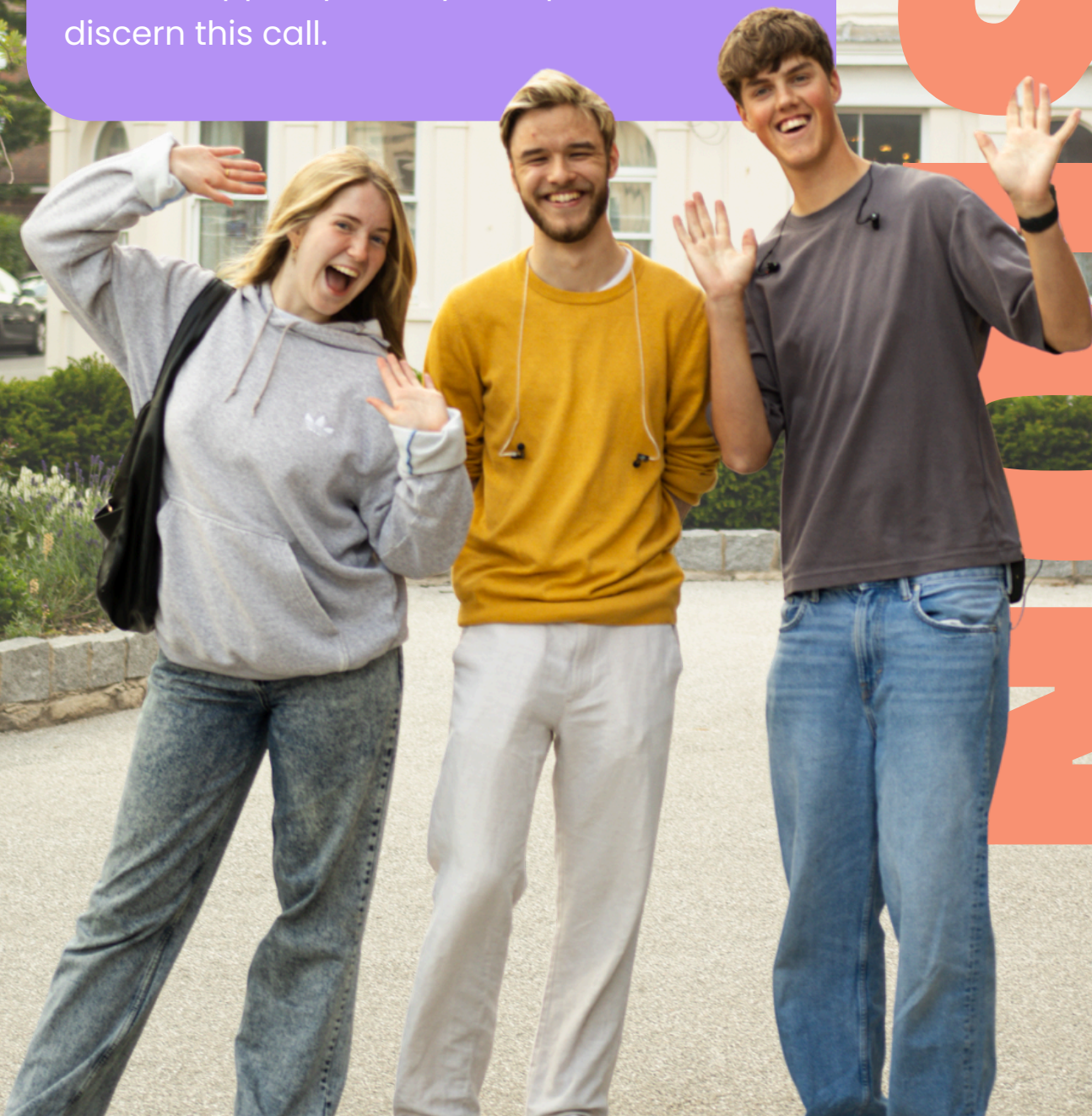
HONOURING
ENTHUSIASTIC
AUTHENTIC
RELIABLE
TOGETHER

VALUES



At Harbour Church, we long to see healthy leadership and influence in all areas of society. We are passionate about helping people grow in their faith whilst also empowering and equipping individuals to play their part in our vision.

For those who may feel particularly called to full-time ordained ministry, we would also love to support you as you explore and discern this call.



W
I
S
D
O
M

PLACEMENTS

The Ministry Development Year is an eleven-month programme combining personal and professional development, intentional discipleship and church-based work placement. The year is designed to help individuals develop their professional, ministerial and leadership skills and invest in their personal and spiritual growth.

Placement

Each person on the programme is linked to a particular area of church ministry, and will have opportunities to cast and execute their own visions, with a specific emphasis on innovating areas of church life as we continue to grow and serve our city! Whilst being linked to a particular ministry, there will be opportunities to experience other areas within the church.

CENTRAL SERVICES

Facilities, Operations, Finance, and HR

COLLECTIVE

Students and Young Adults, Bridge the Gap

COMMS & MEDIA

Film, Photography, Creative & Social Media

KIDS

Harbour Kids groups, schools and Tots and Toddlers

LOVE YOUR NEIGHBOUR

Ministries for the homeless, food bank, vulnerable women and those in need across the city

WORSHIP & PRODUCTION

Worship, Music, Production and AV

YOUTH

Harbour Youth, Wednesday & Friday Youth, Youth Alpha

A woman with long, dark braids is seated at a wooden table in a cafe. She is wearing a white, ribbed, long-sleeved top. In front of her are two white coffee cups on saucers, one of which she is holding. The background is a dark, vertically-paneled wall. The text 'WHAT TO EXPECT FROM US' is overlaid in large, white, bold, sans-serif capital letters across the center of the image.

**WHAT
TO
EXPECT
FROM
US**

INDUCTIONS AND TRAINING

We commit to delivering comprehensive inductions into our workplace, systems and policies, and providing the necessary safeguarding and skills training required for your particular role

ROLE DESCRIPTION

Your role description will outline your key areas of responsibility and give clarity on what can be expected of you in your role.

LINE MANAGER

Within your ministry placement, you will be supported under the supervision and daily management of a line manager. Your line manager is your first point of contact for any questions or issues relating to your placement role and projects.

PASTORAL SUPPORT

The MDY Coordinator is your first point of contact for any questions related to the MDY or for pastoral support.

WORSHIP AND PRAYER

Our faith and spiritual wellbeing is an integral part of the work that we do. Across the week, we take time to worship and pray together as a staff team.

Weekly – At Staff Meeting, Staff Prayers and Sunday Services.

Annually – As part of your Ministry Development Year, you will be invited to attend our staff retreat and various events. including Focus.

TEACHING

We gather with others from across the diocese to deliver a varied programme of weekly teaching specifically tailored to help those on the programme to:

- Pursue growth in their love for God and their personal discipleship
- Discover and invest in their gifts and skills
- Practically apply what they are learning to their area of church ministry

MDY PARTNERS

This year is in collaboration with the MES Scheme & New Wine Disciple ship year. As part of the Portsmouth Hub, you will have access to teaching from leaders across the Network, New Wine Disciple retreats and the opportunity to meet other students within the network.



EXAMPLE PROGRAMME

AUTUMN

Inductions
CAP Money Course
Overview of the Bible
Spiritual Disciplines – Practicing the Way
Emotionally Healthy Spirituality
Effective Communication
Navigating Conflict Well
The Sacraments & their significance

Events: NWDY Residential UK

SPRING

Mission & Evangelism
Spiritual Gifts: Teaching & Workshops
The Kingdom of God & Justice
“Love your Neighbour”: Why and How
The Persecuted Church
Discerning your calling

Events: NW Leadership Conference, HTB Summit

SUMMER

Service & Hospitality
Biblical Leadership
Spirit-led Leadership
How do I lead: Strengths Finders
Leading Worship & Prayer
Preaching Workshop
Leading in Hard times & Dealing with Change
Graduation

Events: NWDY Residential (Europe), Focus

WHAT WE EXPECT FROM YOU

BE OPEN

Our hope is that the MDY will be an exciting and formational time of personal, spiritual and professional growth. We believe you'll get the most out of your year if you are willing to embrace our values, are open to new opportunities and challenges, and are ready to engage with the programme of teaching and overall ministry experience.

BE A TEAM PLAYER

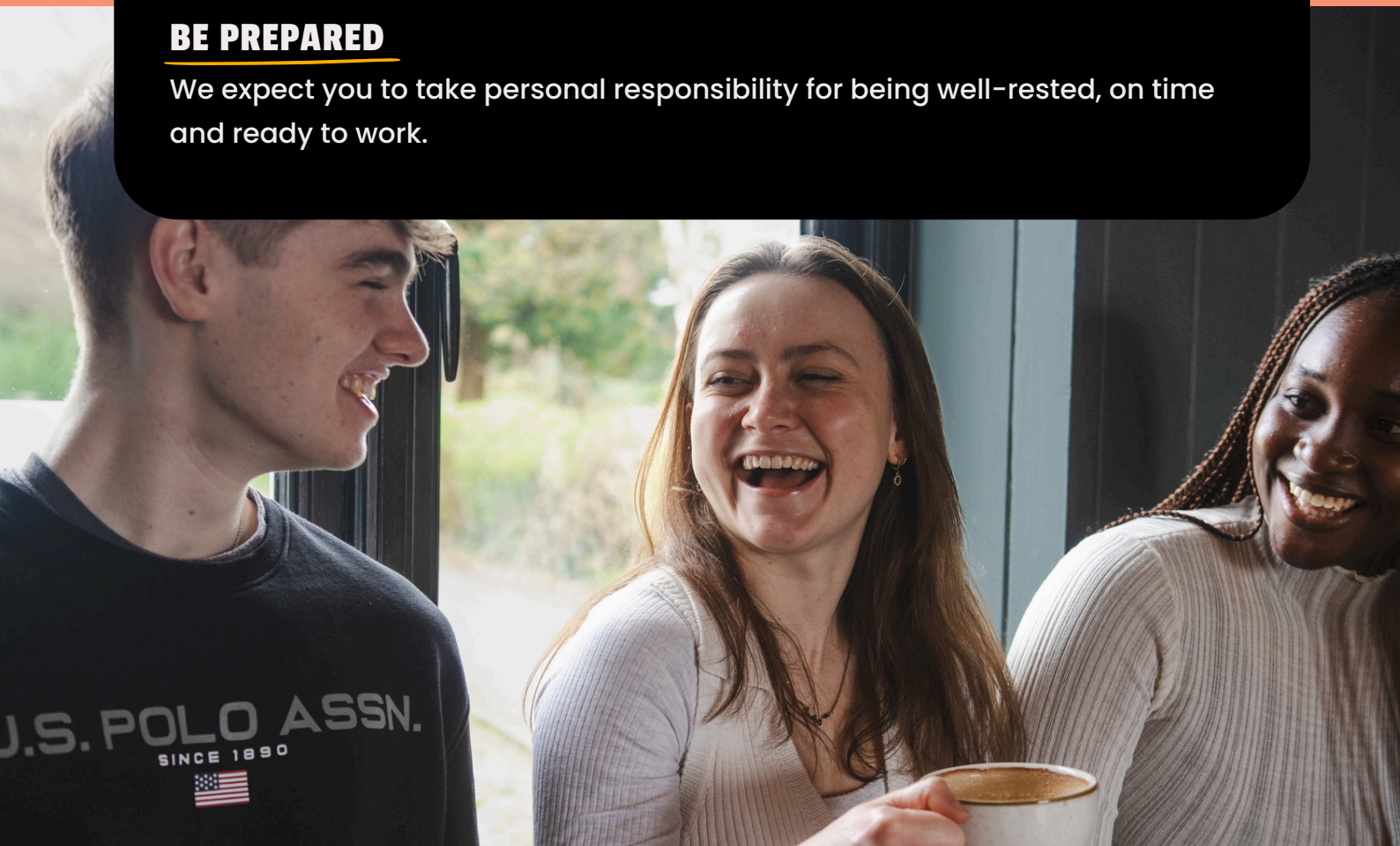
Be a team player – we support and empower each other with love and respect, and celebrate what God is doing across the whole church.

BE AMBASSADORS

During your Ministry Development Year with Harbour, you will be an ambassador for our church, representing Harbour both in public spaces and online (social media).

BE PREPARED

We expect you to take personal responsibility for being well-rested, on time and ready to work.



A WEEK IN THE LIFE

Our working week runs from Sunday to Thursday, with the following office hours:

- Monday: 10am–5pm
- Tuesday – Thursday: 9am–5pm

All staff and MDY members join together for staff meetings at 9am on Tuesdays, and staff prayers at 9:15am on Wednesdays and Thursdays.

For those on the MDY, Tuesdays are dedicated to teaching, with the NW discipleship hubs.

All MDYers are expected to attend and engage with this element as part of their year.

Your ministry may require you to work additional events outside these typical hours (i.e. evening events or Alpha Days.) Details and arrangements of your working week will be picked up with your line-manager.

WHAT ABOUT SUNDAYS?

Harbour Church is based across multiple locations in Portsmouth. All staff and MDY members are expected to work across a number of these services on a Sunday.



A TYPICAL WEEK ***SUBJECT TO CHANGE**

*FOR A FULL TIME MDYER

	MON	TUE	WED	THURS	SUN
MORNING	10AM START PLACEMENT WORK	9AM STAFF MEETING AT ST GEORGE'S	9.15AM STAFF PRAYERS AT ST ALBAN'S PASTORAL 1:1 (MONTHLY)	9.15AM STAFF PRAYERS AT ALL SAINTS PLACEMENT WORK	MORNING SERVICES ACROSS OUR LOCATIONS
AFTERNOON	PLACEMENT WORK 5PM END	MDY SESSION 5PM END	PLACEMENT WORK 5PM END	PLACEMENT WORK 5PM END	
EVE		GROUPS ALTERNATE WEEKS	ALPHA		THE SIX

WHAT PAST MDYERS HAVE TO SAY –



ANO

The Ministry Development Year was one of the best things I've ever done. It was such a great way to explore my God given gifts in a safe environment with some awesome spiritual guidance. It's a great way to step into what you feel God is calling you to, or to simply spend some time searching on what this call may be. I would 100% recommend this programme to anyone who feels God may be calling them to ministry, you'll make some lovely friends learn some awesome skills and most importantly have plenty of time to spend with God!



NOAH

MDY has given me an amazing experience of working for a church and has helped me in discerning a call into ministry. With weekly group teachings by different church leaders, I have been able to learn and gain greater understanding in various topics surrounding calling and leadership alongside other MDYers. The best thing about MDY for me is how I have been given so many opportunities to grow in my skills and to seek God surrounded by amazing influences and a team that are dedicated in supporting my walk with Jesus. I would highly recommend MDY to anyone who is exploring a call into ministry and wants to see a change in themselves by the end of the year!



GISELLE

I've honestly loved being part of MDY! It's been such an amazing chance to explore a potential calling into ministry. I've really enjoyed the weekly sessions, getting to hang out with others on a similar journey growing in faith, discipling, and encouraging one another. This year's definitely pushed me out of my comfort zone in the best way, while feeling really supported and encouraged the whole time. One of my favourite parts has been helping out with Harbour Kids. It's been so fun playing my part and having the opportunity to lead sessions while building relationships with the children and their families. I'd definitely recommend MDY to anyone who wants to grow in their faith, get hands-on experience working for a church, and make great friends along the way.

WE WOULD LOVE TO RECEIVE APPLICATIONS FROM PEOPLE OF ALL BACKGROUNDS.

FINANCIAL SUPPORT

The Ministry Development Year is free of charge, and all MDYers will receive a subsistence grant at the start of each term to cover reasonable living costs (£80 per week).

STREAMS

Individuals can participate in the MDY on a part-time or full-time basis.

HOUSING

All MDYers have the option of being housed with other MDY members in one of our Harbour Church vicarages. The cost of rent and bills will be covered by Harbour Church Portsmouth.

AGE

This programme is suitable for individuals aged 18* and over.

*Applicants must turn 18 before the 1st September 2025



YOU BELONG HERE



ST GEORGES
SQUARE

WWW.HARBOURCHURCHUK.ORG

