

Grace Network

Overview of Church Planting Apprenticeships, Internships, Summer Intensives

Background

Canada is a post-Christian nation with decades of rapid church decline. Over time we have seen across Canada, church attendance diminish in drastic numbers. Increasingly the spiritual milieu is uncertain; individualism is primary, spirituality is celebrated, paganism is in favour, religious pluralism is standard, and intellectuals tend toward an anti-Christian bias. At the same time, and somewhat by contrast, the culture itself is profoundly secular. Many, if not most of the older, established Churches are deeply out of touch with what it means to reach out to and speak to our culture. Church plants tend to struggle, and few grow rapidly without a significant transfer of established Christians. The PCA is fairly unknown in Canada. There are few evangelical churches which still hold a complementarian view, nor which overtly hold to Reformed Theology. Canada has experienced a dramatic decline of church attendance and does not seem to show growth yet. However, there are some very encouraging signs for the future of the church in Canada. Church plants have multiplied significantly. Recently church planting collectives in many regions are developing around monthly training, and mutual encouragement. There is a greater hunger for gospel expansion across the country. There is also a noticeable emphasis upon kingdom goals rather than denominational tribalism.

Opportunity

We believe that there are always people whom the Lord has prepared to respond positively to the gospel (Luke 10:2), and we believe that Canada as a significant unreached population. Furthermore, there are a dramatic number of de-churched people who call themselves Christians or who have a cultural memory of church in their family background. We believe that men of prayer and persistence can see churches planted by God's grace through numerous activities that share the gospel. As a growing network with a strong national vision, we believe we have the resources available to mentor potential church planters, and resource and strengthen assessed and approved church planters. We are eager to develop a network of PCA churches as well as other likeminded fellowships across Canada by working closely with each other to mentor church planters, partner with new works financially, and grow a coaching and training framework for future church plants.

Church Planting Apprenticeships and Internships

Grace Network along with its church partnerships are offering a variety of partially support raised Apprenticeships (2 years) , Internships (3months-2 years), and (5-10 week) Summer intensives.

Apprenticeship: We are looking to bring in seminary graduates who have received a potential recommendation at church planter assessment or who are preparing to be assessed as church planters. They feel called to planting ministry and need experience in

a highly secular post christian context. They will work to gather people, develop strategic leadership, grow in evangelism in a Canadian context and develop their gospel preaching. They will work within the church planting trenches of a local church plant or established missional church as well as take part in the two-year church planting training platform. If their apprenticeship is highly successful, the final stage is to be sent as a church planter in Canada. Currently apprentices would be required to raise 85% of their ministry budget.

Internship: We are also interested in short-term missionaries exploring their sense of calling and giftedness. These internships are open to post secondary individuals to seminarians. The internship allows for an individual to gain confidence, capacity and character in both ministry training and gospel sharing activity in a church plant. With the guidance of local church staff they will learn about God, ministry leadership, and be challenged in effective gospel mission. The length of internships would depend on the desire, experience, and availability of the intern. Interns would be expected to raise the bulk of their expenses(85%). Often local churches have the capability to offer room and board to unmarried interns and significantly defray the funding they would need to raise.

Short-term summer intensive for university students or gap-year students 18-25 years of age. A group of students are offered a training intensive. This is an opportunity hosted in a single location for a few weeks of training, outreach, and practical ministry experience. This project is wired to develop a long-range pool of men and women interested in gospel ministry in the local church and in church planting contexts.

APPLICATION

- Grace Network Apprenticeship - (2 years) Seminary Training Required
- Grace Network Internship - (3months- 2 years) Post secondary
- Grace Network Summer Intensive (5-10 Weeks) Offer to gap year students 18-25 years old.

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While every Apprenticeship/Internship/Summer Intensive is different, the following components should be considered before launching:

- 1) One's past life/ministry experience and qualifications
- 2) Training commitment and learning objectives
- 3) Length of the internship
- 4) Expectations
- 5) Compensation/fundraising

Life and Ministry Experience Personal Questionnaire

LIFE - Do I possess Christian character? How is my personal faith in Christ and the gospel impacting my life right now?

MISSION - Do I possess a sense that God wants to use me to bring the gospel to others? What are some recent opportunities where I have been able to share gospel truth?

KNOWLEDGE - What sort of education and past ministry experience do I have?

LEADERSHIP - Do I enjoy developing new ministries yet can I also be a team player? Describe a time when you were able to lead tasks or coordinate/work with a team?

If Married, do I have spousal cooperation? How might this internship impact my family relationships and current time commitments?

Complete an online personality profile <http://www.humanmetrics.com/cgi-win/JTypes2.asp> & turn in this preliminary application to scott@lighthousechurch.ca

Potential apprentices, please complete a more extensive application for [GN Apprenticeship](#)

A Training Commitment and Learning Objectives for Interns and Apprentices

The broad objective is to develop future grace-empowered church planters and leaders for Canada. We do this by recruiting, training, assessing, and deploying qualified men into strategic ministry locations in Canada while challenging them in gospel ministry with quality supervision.

Four Areas of Emphasis:

1. Strategic Leadership
2. Preaching/Pastoral care
3. Evangelistic mission
4. Character/Calling

General Role Description

1. Weekly Prayer both group and private prayer
2. Evangelism and Gospel proclamation in a post-Christian context
3. Ministry Development and Strategic Planning
4. Basics in Bible Study and Teaching
5. Evangelistic Network building and recruiting
6. Worshipful and Sacrificial Leadership
7. Administration, Organization, Management

Evaluation and Timetable

Training is primarily implemented within the trenches of church planting ministry. The candidates role will include roughly 60% uniformity in purpose, task, and training while 40% of the load will be customized upon gifts and areas of local need, and personal growth. In order to achieve education goals and accomplish actual ministry expectations the intern and leadership of the church plant will set ongoing timetables and evaluations throughout the internship period.

Length of the Apprenticeship/Internship

Time periods of the ministry role based on outcomes and resources. Summer intensives are 5-10 weeks. Internships can range from 3-month summer project to a 2-year residency. The Apprenticeship is a two year process with a renewal evaluation at the end of year one. After the apprenticeship/internship period is completed, both the church and apprentice/intern engage in a thorough evaluation whereby recommendations are given for next steps in ministry.

Expectations

Expectations of the apprenticeship/internship are to be defined according to church's varying needs. The apprentice/intern and the staff team made of elders and staff leaders are to mutually agree upon each of the responsibilities under their guidance and accountability. In general the apprentice/intern will be involved in weekly staff roles in ministry meetings as well as deployed to develop new efforts. These objectives are set in a training commitment and evaluation strategy with Grace Network and the host church.

Internship Track

Interns will meet to discuss readings in a curriculum developed with the staff once a week. Interns will meet regularly with other members of the pastoral staff for prayer and planning. Interns will be placed in a range of contexts to develop ministry skills in current ministries.

Interns will eventually be challenged to begin a new type of ministry in the local church and city. Interns can be used in various capacities in Sunday ministry but less likely in preaching.

Apprenticeship Track

Apprentices, in addition to the above, will work with the 2-year church planter incubator training. Apprentices will be asked to lead a ministry that takes planning, promoting and implementing of a new ministry endeavour that reaches not yet believers.

Apprentices will be in Sunday rotation in preaching and teaching.

Apprentices in year two will develop a church planting prospectus/Ministry strategy for a potential new church plant.