

Workshop 3.3 Facilitators: Ieremia Rusu & Jim Crooks

## Effective Apprenticeship Training

“learning-on-the job” is possibly the key Biblical way to develop a new generation of capable leaders

## Secular Vocational Education

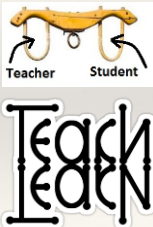
- A vocation (Latin: *vocatio* "a call, summons") – "an occupation to which a person is specially drawn or for which he or she is suited, trained, or qualified"
- Roman Catholicism recognizes marriage, single life, religious and ordained life as the four vocations!
- Martin Luther placed a particular emphasis on vocations as potentially including most secular occupations
- Luther believed in a "universal calling" to believe in Christ and be baptized in His name; ("Lectures on Genesis" (1535)). He also believed in every Christian's "external or worldly call" or vocation
- Instruction intended to equip persons for industrial or commercial occupations. It may be obtained either formally in trade schools, technical secondary schools, or in on-the-job training programs or, more informally, by picking up the necessary skills on the job (*Encyclopedia Britannica*)
- Good communication skills, knowledge of mathematics, natural and social sciences, the ability to communicate in a foreign language and the ability to use information technologies...In addition, attention is paid to the development of determination and understanding of environmental protection and intercultural understanding, as well as self-development to help them create a successful career and life. The study process is organised in such a way that theory learning in the classroom is alternated with practical training in workshops and laboratories, as well as courses in businesses or institutions. (*Ministry of Education, Latvia*)

## Apprenticeship Schemes for Ministry



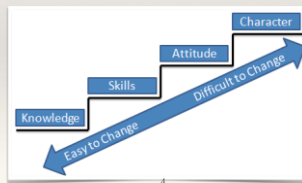
- How *effective* is our training in terms of providing true apprenticeships into ministry?
- How can we blend the *formal systems of academia* into ministry training?
- How can we revive and improve on the historic principle of *training in the local church*?

"Tell me and I'll forget; show me and I may remember; involve me and I'll understand."



## Learning Objectives

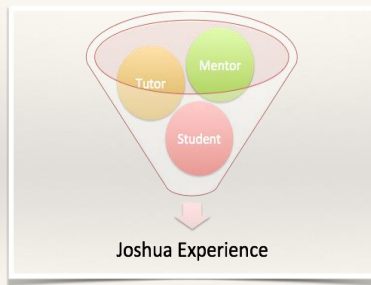
- **Knowledge:** foundational knowledge of bible, theology and issues
- **Skills:** development of skills for local church ministries
- **Character:** discipleship leading to spiritual growth and the formation of Christ-like character



## Joshua

theological education, biblical studies and skills

## Key Characteristics (1): Tripartite



## Key Characteristics (2): Comprehensive and Progressive



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## Key Characteristics (3): Balanced knowledge set (67%)



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## Key Characteristics (4): Elective Studies (33%)

### Choose one:

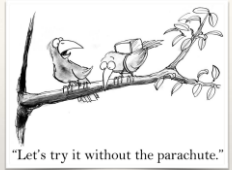
- ▣ **Preaching** - The art of preaching and public communications
- ▣ **Pastoral** - Leading with care by developing skills in pastoral care
- ▣ **Mission and Evangelism**
- ▣ **Church Planting**
- ▣ **Learning to Lead**
- ▣ **Other** Stream Studies include **Youth Work** and **Church Governance**



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## Key Characteristics (5): Mentoring

- A **relationship** between two people
- Includes a **planned** process
  - Participant partners with a mature believer
  - Open, honest and warm friendship
  - A Mentor's manual is available
- Mentoring can be pastoral but focussed on spiritual growth, character and ministry
- Requires **goals for future development**
- Takes up **time and effort**



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## Stepping Out

*theological education, biblical studies and skills*

## Shape of the Year

- August to June
- Six weeks of residential teaching
- Rest of the time (28 weeks) in the church/mission placement
  - One week of Team Evangelism
  - Two Reading Weeks
  - Guest Week and Valedictory



Placement

- Supervisor
- Mentor



Residential

- 4 sessions
- Six weeks
- Guest Week and Valedictory



- e.g. 2013-14
- August 26<sup>th</sup> – September 7<sup>th</sup> - **Two** weeks
  - October/November - Mission Awareness Week - **One** week
  - January 6<sup>th</sup> - 10<sup>th</sup> - **One** week
  - March - **Two** weeks
  - June - **Guest Week**, Valedictory

Topics

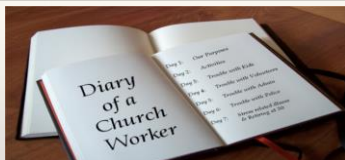
	Biblical Studies	Ministry Development	Biblical Theology
One	Gospel of John	Practising Ministry	Theology of Work
Two	Isaiah		The New Testament Use of the Old Testament
Three	Hebrews	Advanced Week on Cross-cultural Mission	The Dwelling of God
Four	Genesis 1-11	Pastoral Studies	Theology of Creation
Five	Galatians	21st Century Church	Law and Grace
Six	1 & 2 Chronicles		The Kingdom of God

Practising Ministry

- Exploring the relationship between the worker and the local church, pitfalls, possibilities etc.
- Someone from the student's church would be encouraged to attend this week



Assignments



- 5000 word project related to the student's church placement
- 2500 word essay on an Old Testament book
- 2500 word essay on a New Testament book
- 2500 word essay on a Biblical Theology topic
- 2500 word essays on aspects of Ministry Development
- 3500 word placement reflection

Comprehensive and Progressive

