

MINISTRY TRAINING SCHEME

2020/21

CO-MISSION:

**“BUT AS FOR YOU, CONTINUE IN WHAT
YOU HAVE LEARNED AND HAVE BECOME
CONVINCED OF BECAUSE YOU KNOW
THOSE FROM WHOM YOU LEARNED IT.”**

2 TIMOTHY 3:14

CONTENTS

**1. CO-MISSION - A PASSION FOR PLANTING,
FOR LONDON, FOR CHRIST**

**2. REACHING LONDON FOR CHRIST -
OUR FOCUS ON TRAINING**

**3. THE MINISTRY TRAINEE SCHEME -
AN OVERVIEW**

4. TRAINING THEMES

5. MINISTRIES

6. WORKSHOP

7. FINANCE

8. WHAT IS LIFE IN MINISTRY LIKE?

FOR CHRIST A PASSION FOR PLANTING
FOR LONDON FOR LONDON FOR LONDON



**CO-MISSION IS A CHURCH-PLANTING
MOVEMENT THAT GOD HAS BEEN GROWING
IN LONDON SINCE 2005 UNITED BY A
COMPASSION FOR PEOPLE IN NEED OF HIM.**

We're named after Jesus' great commission to make disciples of all nations. And we believe the best way we can do this in London is by planting churches.

Since 2005 we've been moving into neighbourhoods across the capital, starting up churches, and proclaiming God's saving gospel of Christ, and Him crucified.

In God's kindness, there are now 20 churches established in Co-Mission, and 8 pioneer church plants as well as two lunchtime ministries.

**WE LOVE LONDON BUT REGARD IT AS
AN UNFOLDING SPIRITUAL TRAGEDY**

London is a city with few peers in terms of global influence, one of the most cosmopolitan and powerful cities in world history. It is the political, commercial and cultural centre of Britain with 43 universities and 9 million residents from more than 50 countries, speaking over 300 languages.

However, over 90% of the population claims no saving faith in Christ and are heading for an eternity in torment. Sadly only 700,000 people attend 4,800 churches. Recent growth doesn't reflect evangelism but rather Christian immigrants arriving.

We know how Jesus feels about the lost of London: "when Jesus saw the crowds, he had compassion on them [lit. "his guts were wrenched"] because they were harassed and helpless [lit. "flayed and crushed"] like sheep without a shepherd [i.e. in need of him]". Matthew 9:36

**WE HAVE A BOLD 360 VISION AND
TEN YEAR STRATEGIC PLAN**

Our uniting Co-Mission vision is to assist in evangelising London by planting and establishing 360 diverse reformed evangelical churches for the salvation of many and the glory of God.

Our ten year strategic plan is to progress our 360 Vision by planting and establishing thirty gospel churches by 2020 and sixty by 2025.

FIND OUT MORE

co-mission.org/about

A photograph of a man with dark hair, wearing a light-colored t-shirt, speaking into a microphone on a stage. He is looking slightly to his left. In the foreground, the backs of several audience members' heads are visible, suggesting a live performance or training session. The background shows stage equipment like microphones on stands and a drum set. The entire image has a reddish-orange tint.

REACHING LONDON FOR CHRIST

OUR FOCUS ON TRAINING

WE NEED MORE GOSPEL WORKERS.

God's Gospel proclaims that Jesus is the Christ our Lord. Jesus commanded his followers to make disciples of all nations, but observed: "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field." Matthew 9:38

The most desperate need of our world and our nation is the recruitment, training and deployment of more workers to proclaim the Gospel that saves people from hell for the new creation.

The apostle Paul instructed Timothy to pursue ministry training: "And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others" (2 Timothy 2:2).

It has long been recognised that a thorough training in Gospel ministry is not limited to theological and Bible colleges, nor even to predominantly lecture-based programmes. Students who attend the excellent training provided by Cornhill, Oak Hill and other colleges arrive well prepared when they have gained practical experience of Gospel ministry and 'mentoring' or 'disciplining' by experienced Gospel ministers.

The aims of the Co-Mission Ministry Trainee Scheme are:

- To instil deep convictions of the necessity and nature of word ministry forged in the context of practical experience
- To train in the fundamental principles and skills of various Gospel ministries
- To provide an appreciation of their own strengths and weaknesses and the value of further training so that they can pursue the best training and work for their gifting

The Co-Mission Ministry Trainee scheme is affiliated to the 9:38 Network.

The 9:38 Network (named after Matthew 9:38) is an inter-denominational network established in 1997. Its aim is to prayerfully assist local churches in recruiting young people who are considering how best to maximise their Gospel-ministry as pastor-teachers, evangelists, church-planters and missionaries of every kind. The network provides annual conferences, newsletters and contacts for young people to acquire the guidance they need in considering different avenues for Gospel work. It currently has more than 300 members across the UK.

A man in a light-colored shirt and glasses is speaking at a podium during a presentation. Behind him are banners for the Ministry Trainee Scheme. To the left, a banner for St John's Chelsea is visible. The audience is seen from behind, seated at tables.

MINISTRY TRAINEE SCHEME

AN OVERVIEW

**IF WE WANT TO SEE CHURCH PLANTERS,
PASTORS, EVANGELISTS, WOMEN'S WORKERS,
CHILDREN'S WORKERS AND OTHER SPIRITUAL
LEADERS RAISED UP, WE WILL NEED TO
HEAVILY INVEST IN RECRUITING AND
EQUIPPING THEM.**

Co-Mission churches, like every church, need workers who are spiritually healthy, theologically-aware and skilled in ministry.

We therefore give a high priority to the training and development of ministry trainees to work within the Co-Mission network, but we also want to see workers raised up for the rest of the UK and abroad.

Already, God has enabled Co-Mission to establish an excellent ministry-trainee scheme - providing many gospel workers in the last 20 years.

The aim of the scheme is to prepare people for long-term gospel ministry. It is aimed at mature believers, men and women, who want to be involved in full-time Christian ministry. We welcome applicants from any background - with the requirement that they can sign up to the Co-Mission statement of faith.

As we look back, we can see how the Co-Mission Ministry Training Scheme has been key to the development of our own network - as well as serving churches and ministries beyond London.

We have relaunched our Ministry trainee scheme with a renewed focus on providing strategic training :

- We've re-formulated the Ministry Trainee Scheme Workshop with different modules and streaming, so that it will be even more targeted and effective
- We partner with the Cornhill Training Course, sending trainees once a week where they can get Bible-handling skills and input from various pastors and church-planters
- Trainees will continue to be placed in our local churches where they'll be given opportunities to lead, serve, teach, and be mentored through constructive feedback

Our hope is that spiritual leaders, both men and women, with a variety of different gifts, will be trained for longer term ministry for the benefit of local churches and the glory of God.

THE TWO YEAR OUTLINE

The scheme has been set up as a two year training programme, grounded in local church ministry, and through Co-Mission Ministry Training Workshops. Over the two years there is a progression in the training, so each year has a different emphasis.

FIRST YEAR

In the first year, trainees attend the Cornhill Training Course (CTC). This provides an in-depth programme focused on developing Bible-handling skills with other ministry skills.

Also in the first year, trainees attend the Co-Mission General Ministry Training Workshop once a month. They receive input on evangelism, church planting, spiritual leadership, doctrine and general ministry skills. First year trainees are joined in this workshop by second year trainees and junior staff.

SECOND YEAR

Second year trainees continue to be involved in the Co-Mission General Ministry Training. In addition, you continue to study with Cornhill as well as attend six 'Leadership' seminars with Richard Coekin, CEO of Co-Mission.

CORNHILL TRAINING

In the Co-Mission Ministry Training scheme, trainees attend Cornhill Training Course.

Cornhill Training Course is part of the ministry of the Proclamation Trust.

A place on the Cornhill Training Course is guaranteed as long as applications are in on time. Course fees are covered by the local church where the trainee is placed.

MORE INFORMATION

proctrust.org.uk/cornhill
ctc@proctrust.org.uk
 020 7407 0562

YOUR TRAINER

The trainer is the key role through which the scheme's training themes (growth in knowledge, skills and character) are encouraged and assessed. This relational model is a key principle of the scheme and thus the trainer plays a pivotal role in directing and supporting their trainee(s) throughout their training.

Trainers are staff members of Co-Mission congregations.

TRAINER RESPONSIBILITIES

Naturally trainers are expected to develop and maintain relationships with their ministry trainee over the two year duration of the scheme. Practically there are five major activities trainers lead or take part in:

- An initial orientation session with their ministry trainee(s)
- Ongoing support
- End of term reviews
- Trainers meetings
- Recruitment and interviewing of potential ministry trainees.

THE INITIAL ORIENTATION SESSION

The purpose of the orientation session is:

- For you and your trainer to get to know each other
- For your trainer to discuss and agree the frequency with which they will meet with you to review progress (both formally and informally) and the nature of your relationship
- For the trainer to discuss and agree with you specific goals and objectives for the scheme, the immediate next term and your management of time
- The trainer will run through a structured form with you which forms the basis of future reviews

ONGOING SUPPORT

Dependant on the outcome of the initial orientation session the trainers will meet regularly with you- at least monthly.

In addition, trainers are encouraged to take time to observe their ministry trainees in action e.g. listening to doctrine slots, attendance at school assemblies etc. This provides opportunities for encouragement and direction.

END OF TERM REVIEWS

At the end of each term your trainer will conduct a formal review with you. This end of term review provides a useful and constructive mechanism by which you and your trainer can review progress, assess learning and discuss the joys and challenges of being a ministry trainee.

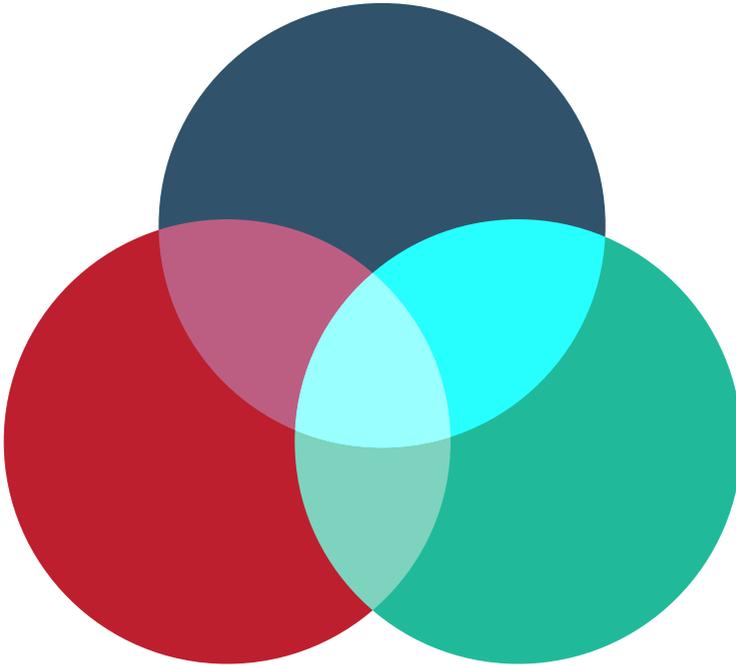
The review is based upon self reflection using a simple template (based on your objectives and the training themes for the scheme) supported by feedback from the trainer and confidential input from two/ three other people that you have worked with.

These reviews provide important opportunities to reflect and consider your longer term plans for ministry and the steps needed to bring these to fruition.

TRAINING THEMES

TOWARDS CHRIST'S HARVESTFIELD

The Ministry Trainee Scheme focuses on three themes, or competences. A trainees progress will be reviewed throughout the year.



KNOWLEDGE

*Bible Study, Doctrine,
Ministry Issues, Theological Topics*



CHARACTER

*Personal godliness, Teamwork,
Faithfulness, Humility*



SKILLS

*Teaching, Leadership,
Evangelism, Strategic thinking,
People*



LEADING TO CHRISTLIKENESS



KNOWLEDGE

Character and skills are best forged in the Ministry Trainee Scheme but depend upon knowing God. While the scheme is not designed to replace formal theological education, it does provide theological input:

- sound principles of Biblical interpretation
- basic Biblical theology
- a grounding in systematic theology
- practice in the application of theology to issues of ministry
- a thorough understanding of christian ministry and its priorities



CHARACTER

The foremost prerequisite for church leaders is godly character. Therefore, we are very committed to developing the character of trainees in such areas as:

- prayerfulness
- personal holiness
- personal Bible reading
- love
- humility
- healthy relationships
- love for God's church
- perseverance



SKILLS

Healthy spiritual leaders need the appropriate skills in order to minister effectively. We prioritise the development of a number of skills in trainees:

- teaching - both in preaching, Bible study and one-to-one
- ability to counsel people well with the Bible
- leadership in a variety of contexts
- interpersonal skills
- organisational skills
- an understanding of church planting and the spiritual needs around us
- personal evangelism and reaching different kinds of communities here in London
- apologetics
- ministry strategy
- wider awareness of debates and the church scene in the UK and internationally
- a grasp of the importance of world mission, and reaching the nations

These competencies will be addressed in the Co-Mission Workshops, in personal appraisals, and in general feedback, with your trainer. Ministry trainees are encouraged to self-tassess in these areas during the training period.

MINISTRIES

Each trainee will be assigned to a number of ministries during their two years. This is at the discretion of the trainer and local church.

Trainees are matched to ministries balancing the opportunities they afford with the ministries available at their churches. Trainees are assigned to ministries at the beginning of each year and reviewed as appropriate throughout the year. Each trainee will take a lead in one ministry and support two or three others.

Common ministries include:

- Bible talks and doctrine slots
- Stewarding and welcoming
- Children's and youth work
- Women's work
- Small group work
- Evangelistic projects e.g. organising events and missions
- 1-to-1 Bible work
- International Work
- REVIVE (Co-Mission's Annual Bible Festival)

A WEEK IN THE LIFE

While every ministry trainee will have a different two years ahead of them, depending on the focus of their ministry and the church in which they are placed, there are many similarities across the churches of Co-Mission. Here is an example of what your week might look like:

MONDAY

MORNING: Late start after Sunday Services. Administration

AFTERNOON: Church staff meeting and prayer - planning Bible Study

EVENING: Christianity Explored

TUESDAY

ALL-DAY: Cornhill Training Course - F1 first year trainees

WEDNESDAY

MORNING: Early morning Bible Study with church group

AFTERNOON: Planning Small group study

EVENING: Knowing God Bible Study

THURSDAY

MORNING: Catch-up meeting with Senior Pastor

AFTERNOON: Lunch time one-to-one with church member

ALL-DAY: Cornhill Training Course - F2 second year trainees

FRIDAY

MORNING: Prepare for Sunday Service

AFTERNOON: Prepare for monthly Youth Group

EVENING: Youth Group

SATURDAY

ALL-DAY: Day off

SUNDAY

MORNING: Help set up for church. Kids slot in morning service

AFTERNOON: Student lunch

EVENING: Help set up for church, doctrine slot

WORKSHOP

The Ministry Trainee Scheme starts on the first Sunday in September each year and runs through to 31 August. The first workshop includes an induction session which all ministry trainees must attend.

WORKSHOP

Workshop involve a mixture of teaching, discussion and practical preaching feedback (in the Word Ministry workshop). The different sessions are led by Co-Mission pastors, with other speakers also invited. It should be noted that some of the workshop sessions are streamed for trainees and junior staff. Please note that the workshops start promptly at 9am and the expectation is that trainees and staff come on time, and attend for the whole day. It is also expected that trainees will help with practical serving and set up for the workshops.

If a trainee needs to miss the workshop, or is sick, they should let the Director of Training know as soon as possible.

INDUCTION WORKSHOP

The purpose of the Induction session is to provide:

- a detailed explanation of the Co-Mission Workshop and role of the trainer
- a chance for trainees to ask questions

The Scheme as a whole will be explained by individual trainers and will include:

- The vision for the Scheme
- Adjusting to life as a ministry trainee
- The trainer / ministry trainee relationship
- The Co-Mission Workshop
- Ministry responsibilities
- Financial and administrative matters including expenses and holiday arrangements

GENERAL MINISTRY TRAINING

General ministry training is a requirement for first and second year ministry trainees as well as junior staff. General Ministry Training takes place at St John's Church, Chelsea.

TIMETABLE

9-9.30am	PRAYER
9.30-10.30am	CHURCH PLANTING & EVANGELISM
10.30-10.50am	BREAK
10.50-11.50am	SPIRITUAL FORMATION
12-1pm	DOCTRINE GROUPS
1-1.45pm	LUNCH
1.45-4pm (incl. break)	GENERAL MINISTRY SESSION

FINANCE

THE GRANT

Gospel ministry requires sacrifice, and part of the Ministry Trainee Scheme is learning to cope with this. The scheme is run as a training programme for volunteers, and you are therefore strongly encouraged to raise money to support your training. This could include donations from savings, parents or friends. Approaching individual church members from Co-Mission is not appropriate as they already support the Scheme.

For those requiring financial support, there are grants available thanks to the generosity of a number of Co-Mission Patrons and the congregations of the churches involved in the Scheme. These grants are not taxable (including National Insurance contribution), a position agreed with the Inland Revenue, and is classified as being for 'relief of poverty'.

These grants are 'means tested', and based on budget estimates submitted and discussed at an interview.

A ministry trainee may receive a grant for living expenses including accommodation and can claim for expenses consumed as part of the Scheme.

Some ministry trainees may be permitted to work in the months of July and August, when there are no workshops, in order to earn additional funds to support themselves. However, this should be discussed in advance with their trainer, and you need to be aware that you will still be expected to take part in normal Sunday and mid-week meetings, just as any member of the church would be expected to do.

EXPENSES

Ministry trainees should claim expenses through their churches and discuss the expenses policy with their trainer or the administrator in their church.

WHAT IS LIFE IN MINISTRY LIKE?

In ministry there is no such thing as '9 to 5'. When are we 'at work' and when not? Some aspects of your role, such as leading a Sunday meeting, are clearly defined. But other areas are not.

In this respect, ministry is like no other job. Probably the closest parallel is running a family business from home:

- We work at home
- It involves our whole life. Our relationships with friends, family, and our church may change.
- The pattern is irregular

There is no clear partition between 'work' and ministry, which can be good, but it can also feel as though we are never away from our work.

Some find the adjustment very tough. Others thrive on it. Everyone, however, will need to think about their lifestyle patterns and get used to new ways of working.

Here are some helpful practices:

REDEFINING 'ACHIEVEMENT'

We live in a culture where we tend to be highly success/achievement driven. In Gospel ministry, we must learn to adjust to the fact that we do a work where we never define what 'we' have achieved. If we lead someone to Christ, we need to remember it is actually God's work. And if we have committed a long time in faithful, persuasive dialogue with someone, they may still reject the Gospel.

REDEFINING 'JOB'

There is no tightly defined 'job' description for a Ministry Trainee; instead the emphasis is more on developing the knowledge, character and skills required for Gospel ministry. This frees each Ministry Trainee to explore new ideas and be creative within their assigned tasks, but can also mean uncertainty about whether the 'job' is being done. This is something that each trainer will address with trainees.

When talking to members of the congregation about your work, you might find it is difficult for some to relate to the ministry work lifestyle. Much of what we do might not sound like work, and we should be sensitive to just how hard many in the congregation are working, with commitments to the church on top.

We tend to work more at weekends and in the evenings than most people. We need to recognise this and enjoy the compensations – for example being able to get the week's shopping done in an hour at 2pm rather than two hours at 8pm along with everyone else - and not grumble about many evenings being taken up with work.

TAKING TIME OFF

Make sure you get a clear day off each week. We are wired to work six, rest one. In addition you should spend 3 evenings a week to rest and relax with partners and non-Christian friends.

Don't feel guilty about relaxing and enjoying life, and letting others know you need rest. Plan your rest times!

HOLIDAYS

Budget for and plan holidays in advance. Ministry Trainees are encouraged to take 6 weeks holiday each year, of which we recommend 2 weeks should be taken during the July/August period.

Think about how you want to spread your holiday, bearing in mind key ministry times, e.g. during a Christianity Explored course, or for big evangelistic events.

PART-TIME MINISTRY TRAINEES

It is always more demanding doing two part-time 'jobs' than one full-time, particularly when one of them is open-ended in nature – like Gospel ministry.

Some suggestions to consider to make this less stressful:

- Be realistic about the amount of ministry you can do – don't try and do everything like those in full-time ministry
- Be diligent in taking your day off each week

Plan holidays carefully and take them. If you are doing ministry during your paid-work holiday time you are not resting!

Full-time Ministry Trainees need to protect the part-time trainees and not have unrealistic expectations.

RESOURCES

Resources for the Ministry Training Scheme 2019/20, including notes and audio of talks can be found on Co-Mission Exchange, the Co-Mission community website.

co-mission.exchange

The Co-Mission Trainee Scheme is administered through

The Co-Mission Initiative Trust, a limited company registered in England and Wales (no. 08848067) and a registered charity (no. 1157383) whose registered office is at The Church Hall, St. Andrew's Church, Herbert Road, London SW19 3SH

The Scheme is administered by
Andy Mason - Director of Training
St John's, Chelsea
461 Kings Road
London
SW10 0LO

CO-MISSION:

co-mission.org
training@co-mission.org