

What is a ‘Minister in Training’

A ‘Minister in Training’ is exactly as the name suggests – he or she is a person who is currently in *training* to be a vocational minister of the gospel.

Theological training works best when partnered with a local church where the student can be serving in face to face ministry situations week in and out. At Trinity City we want to support and help develop men and women for gospel ministry both here and abroad.

The Apostle Paul, in training his friend and younger minister of the gospel Timothy, instructed him to continue to train others who would in turn also reliably teach the gospel to others (2 Timothy 2:2) – it is leadership discipling. ‘Ministers in Training’ follow in this pattern of leadership discipling.

As such, our ‘Ministers in Training’ (MiT) are gospel leadership disciples and members of our ministry staff team, training in ministry each week whilst studying full-time at theological college.

The hope and prayer is that by the end of a person’s time as a ‘Minister in Training’, that the person would be competent and able to move into vocational ministry in some form.

The purpose of this document is not to make it more difficult for a prospective applicant, but to outline what needs to be considered in becoming an official ‘Minister in Training’ at Trinity City.

What training will a ‘Minister in Training’ do?

Our MiT program is two-years in duration.¹

Our ‘Ministers in Training’ will need to:

- Train in Ministry for a *minimum* of a day and half each week at Trinity City (including Sunday commitments preferably involved in two gatherings).
- Study an Associate Degree or Bachelor Degree (or above) Full-time at a local Bible College recognised by Trinity City².

Exceptions can be discussed – but they are the exception.

¹ As most Theological Degrees will take longer than two years full-time, to idea of having Trinity City MiT’s for only two years opens the possibility for the person to be an MiT elsewhere either preceding or following their time at Trinity City. The thinking is that this will expose the person to different models of evangelical ministry and be better for their long-term vocational ministry development.

² Currently *Bible College of SA (BCSA)*.

Prerequisites

1 Timothy 3:8-13 (c.f. also Titus 1:6-9) gives a helpful summary of qualities that a person seeking to be a minister (servant of the gospel) should be - worthy of respect, sincere, not indulging in much wine, not pursuing dishonest gain, must keep hold of the deep truths of the faith with a clear conscience, be tested, (if married) in an exclusive relationship with a member of the opposite sex, (if a parent) able to manage their children and household well, be of excellent standing and have great assurance in their faith in Christ Jesus.

As such a prospective candidate should:

- be a Christian with a clear gospel conviction and known godly character (1 Tim 3:9, 13; Titus 1:9).
- not be a recent convert (1 Tim 3:6).
- have a history of lay ministry in excess of a year in a setting known to Trinity Staff (1 Tim 3:13).
- have the support of at least 3 others who will vouch for them including their current minister (1 Tim 3:8).
- be a person that is accepted into a full-time course at a local Bible College recognised by Trinity City.

Trinity City wants to be a church who is growing disciples under God and so, if appropriate *members of our Church family* who want to apply to become a 'Minister in Training' whilst studying a full-time load at Bible College, will have first priority.

We want to be generous and supportive of a person wanting to be trained for ministry (or a church wanting to train people for ministry) and so we are open to working out an arrangement that will help train others from the *Trinity Network* or other known *Evangelical Churches*. Our kingdom desire is that the prospective trainee remain in their home church as a 'Minister in Training'. We can offer advice and support which may help. In the absence of that possibility, and in consult with the person's home church, we are open to considering an applicant as a 'Minister in Training'. Note, in this circumstance, no Training Stipend can be offered.

Recommendations:

- a. That the prospective student complete *Creation to New Creation* as part of the Trinity City School of Ministry Program prior to applying (also known as *Introduction to the Bible* in the Moore College Distance Course).
- b. That the prospective student has either completed a *Ministry Apprenticeship* (MAP) or has had a determining discussion with a Trinity Minister about why not to do a Ministry Apprenticeship before entering into Theological College.

Expectations

A ‘Minister in Training’ should expect to:

- be trained (as opposed to worked)³.
- be aligned to a Trainer who will a) supervise according to a pre-arranged development plan and b) offer weekly training to help think theology into practice.
- be aligned with and involved with *at least* one Sunday Gatherings – *preferably* two gatherings each week.
- have four weeks holiday a year.
- be paid a training stipend (\$9300p/a which incl. super \$799, work cover insurance \$74, stipend \$8427).⁴ Note Fee-HELP and Austudy may also be available.
- have a Half-Year review and Full-Year review (which includes a new MiT Development Plan for the following year) with the appointed Trainer. (Appendix 3)

Application Pathway

In order to serve and train each candidate the following pathway into the MiT Program is suggested. This should occur during the year before the planned start.

1. Meet with a Trinity City minister – scheme and dream gospel ministry, pray, work out if becoming a ‘ministry apprentice’ (MAP) or a ‘minister in training’ (MiT) would be a helpful and appropriate step toward possible vocational ministry.
2. Attend CV Conference. Develop with a Coach a ‘5-year Ministry Plan’ that incorporates Bible College and a possible ‘Minister in Training’ Position.
3. Be Child Safe accredited – with Police Check and Safe Ministry Training and Screening.
4. Fill out a ‘Minister in Training’ Application form (Appendix 1) and include a copy of the CV ‘5-year Ministry Plan’ and Child Safe Accreditation. Submit to a Trinity City minister.
5. Be interviewed by a Trinity City Panel.

The Interview Panel, in consult with your Minister, will make a decision about whether to accept the candidate. If agreed, then a recommendation will be made to the *Trinity City Leadership Team* for approval. Feedback from the interview process will given to the applicant.

If accepted as an MiT (dependant on acceptance into Bible College)

6. A Trinity City Minister will be appointed as Trainer.
7. Apply for Bible College.

³ Trinity City are keen to be a good centre for ministry training and in being so, not overtrain nor overwork the MiT.

⁴ Note: in the case of a trainee joining us from outside of Trinity City, no Training Stipend can be offered from Trinity City (that should not prevent the person’s sending church from providing a Training Stipend).

8. (Once accepted into Bible College) Meet with the Trainer to develop the MiT Ministry Development Plan (Appendix 2) for the following year.

9. Commence on the Staff Team at Trinity City as a ‘Minister in Training’ (in Jan/Feb the following year). Commence/Resume at Bible College in February.

Recent History of MiT

2012-14	Shane Ellery
2013-2015	Conrad & Sue Cabral
2013-2015	Katy Annis (unofficially 2016-17)
2016	Chen Jin
2016-Current	Stanford Sun
2016-Current	Maren Phillips
2017-Current	RJ Lim