



# Apprenticeship Scheme

## Student Guide

*(Revised and Updated for 2013)*

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<sup>1</sup> This guide is with permission based upon the 9:38 Apprenticeship Network (<http://www.ninethirtyeight.org/>) apprenticeship guide

## 1. Introduction

1. This guide has been written for those who are interested in understanding the Apprenticeship Scheme developed and offered by *TRANS:mission* more fully.<sup>2</sup> For more information regarding *TRANS:mission* – its story, mission, vision, core values and statement of faith – please contact [info@ligpunt.com](mailto:info@ligpunt.com).
2. The guide will be of use to different groups:
  - **Individuals** considering or taking up an Apprenticeship with *TRANS:mission*.
  - **Ministers and Elders** thinking of starting up their own Apprenticeship Schemes or wishing to compare experiences of their own schemes with that provided by *TRANS:mission*.
  - **Supporters** or potential supporters of the *TRANS:mission* Apprenticeship scheme who are interested to understand more of the aims underpinning the scheme that they are currently/considering supporting.
3. The guide is composed of the following chapters:

Chapter	Topic	Description
2	<i>Rationale</i>	The biblical basis and rationale on which the Apprenticeship Scheme is based
3	<i>Training Themes</i>	The training themes around which the Apprenticeship Scheme has been developed and on which it operates.
4	<i>Core Principles</i>	The core principles Apprentices are obliged to follow.
5	<i>Ministry Life</i>	The adjustments individuals should think through in adapting to ministry life.
6	<i>Practicalities</i>	The practicalities involved with being an Apprentice.
7	<i>Trainers</i>	The role of the trainer and their relationship to the Apprentice
8	<i>Financial</i>	The financial arrangements on which Apprentices are funded.
9	<i>Supporters</i>	The role of the Supporters and their responsibilities.
10	<i>FAQ's</i>	A list of Frequently Asked Questions (and answers) that potential Apprentices and others have asked in the past.

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## 2. The rationale and aims for an Apprenticeship Training Scheme

### Why we need more gospel workers

God's gospel proclaims that Jesus is the Christ, our Lord – He is the promised Saviour-King who is busy establishing his Kingdom. Jesus commanded his followers to make disciples of all nations (*Matt 28:19*), being fully aware of the need AND the means of getting the job done: *“the harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.”* (*Matt 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. TRANS:mission's apprenticeship scheme exists for this very purpose.

### Training in gospel ministry

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 Tim 2:2*). This then is the foundational conviction to TRANS:mission's apprenticeship scheme. We believe that ministry training is an essential part of obeying the Great Commission. Jesus' followers can only make disciples of all nations as the apostles' message concerning Jesus (*“the things you heard me say in the presence of many witnesses”*) is entrusted to reliable men, who in turn will pass it on to others.

It has long been recognised that a thorough training in gospel ministry is not best left entirely to theological and bible colleges, but rather supplemented with some form of practical training within the context of the local church.

### The aims of apprenticeships are:

- To instil in apprentices deep convictions of the necessity and nature of Word-ministry forged in the context of practical experience
- To train apprentices in the fundamental principles and skills of various gospel ministries
- To provide apprentices with an appreciation of their own strengths and weaknesses, their gifting and of the value of further training.
- To determine whether one is indeed called to fulltime Word-ministry.

The TRANS:mission Apprenticeship Scheme is modelled on the UK-based *Co-Mission Apprenticeship Scheme* (<http://www.co-mission.org.uk/>) and significantly influenced by the *9:38 Apprenticeship Network* (<http://www.ninethirtyeight.org/>).

### 3. The Training Themes

#### Introduction

This document defines the training themes the Apprenticeship Scheme is designed to address and explains how an Apprentice's progress will be reviewed throughout the year.

The main themes of competence for Gospel ministry are **knowledge, character** and **skills**. These are illustrated in the diagram and explained in more detail below:



#### Knowledge

Although the Apprenticeship program has a strong focus on Character and Skills development, we are convinced that true transformation will only come as our minds are renewed (Rom 12:2). Therefore, although the Scheme is not designed to pre-empt formal theological education, it does provide theological input:

- sound principles of Biblical interpretation
- basic Biblical theology
- a basic grounding in Systematic theology
- practice in communicating God's Word to others
- practice in the application of theology to issues of ministry
- a better understanding of how the gospel connects with culture
- training in Church planting
- some awareness of theological issues in preparation for theological college/further study

The development and assessment of knowledge takes place at the Apprentice Workshop each week. Apprentices will in turn prepare and give expository talks from Bible passages with the feedback and input of others. During these Workshops, apprentices will also participate in a broad range of ministry discussions (theological, church planting, counselling, cultural, etc.).

As part of the apprenticeship training, the apprentices will furthermore attend *Johannesburg Bible College* one day a week. The *Johannesburg Bible College* is an inter-denominational college offering a year-long combination course of study and practical service to equip men and women for Bible teaching ministries ([www.jbc.org.za](http://www.jbc.org.za)). *Johannesburg Bible College* is modelled on the well-known "ProcTrust - Cornhill Training Course" in London, UK (<http://www.proctrust.org.uk/cornhill>).

## **Character**

The Bible is clear that along with the ability to teach sound doctrine and refute error, the foremost prerequisite for church leaders is godliness. This requires honesty in addressing the following areas of our lives:

### Holiness

- prayerfulness
- personal Bible reading
- family life
- other-person centeredness

### Teamwork

- co-operation with others in a common goal
- loyalty and submission to leaders and to a common goal
- support of others in their ministry
- acceptance of both a leadership and supporting roles

### Faithfulness

- commitment to God and his word
- commitment to God's people
- emotional, theological and physical tenacity and resilience

### Humility

- willingness to change behaviour and beliefs in accordance with God's Word
- readiness to receive criticism and modify behaviour and attitudes accordingly
- readiness to seek advice from leaders and others
- willingness to perform menial and unglamorous tasks

These areas are assessed in formal and informal review sessions each Apprentice has with his or her trainer (see chapter 7). Apprentices self-assess their progress and will be supported in their development by feedback the trainer seeks from other staff members, church members and fellow Apprentices.

## **Skills**

The main skill-areas the Apprenticeship Scheme seeks to address are teaching, leadership, missional living, strategy and people.

### Teaching

- the ability to communicate ideas and to assess impact
- one-to-one discipleship



- exposition of a Bible passage for the church
- facilitating small group Bible studies
- Sunday School, youth work and student work.

Apprentices are given a range of teaching opportunities as appropriate. Foremost among teaching responsibilities is one-to-one discipling with other church members or non-Christians.

Assessment is led by the trainer and is based upon a combination of personal reflection with direct observation by the trainer and, where appropriate, others involved in the teaching.

#### Leadership

- gather, motivate, delegate, train, monitor, encourage and correct a team
- nurture new Christians
- nurture children / youth / students
- prepare, lead and pray in public meetings
- organise a camp/conference
- organise a regular church meeting
- advertise and promote an evangelistic event
- motivate and explain the rationale for raising money
- assist in church planting

Assessment is led by the trainer and is based upon a combination of personal reflection with direct observation by the trainer and/or where appropriate others involved in the activities.

#### Missional Living

- care for and pray for the lost
- understand the concerns and fears of local unbelievers
- relate to un-churched people including those of other faiths
- understand the gospel and how to explain it simply without jargon
- know how to meet common objections with simple, persuasive answers
- lead someone to faith in Christ
- give an evangelistic talk including the appeal to repent and believe
- plan an evangelistic enquirers' series

The best place to address these issues is through the apprentice developing his or her own "portfolio" of contacts (acquired personally and through the church) in one-to-one and group discipling. Assessment is largely based on self-reflection with input from the trainer.

#### Strategy

- grasp the place of the gospel in God's plan for the world
- understand the nature of Biblical ministry including professional ministry



- grasp and assess the strategy of the church and be able to work for its progress
- grasp something of the national Christian scene and the “needs of the hour”
- an awareness of the importance of people rather than structures and buildings
- ability to identify and resolve conflicts of priority both within church ministry and between it and family needs
- conceive, explain and implement plans for change

These issues will be addressed at the ministry review discussions, which form part of the workshops.

#### People

- understanding and awareness of people: worries, pressures, personalities, joys, sins and hopes
- listen to and empathise with people: to both rejoice and weep with others
- to encourage without flattery and rebuke without crushing
- deal with conflict and celebrate success
- make decisions personally and for others without being unduly directive

These issues will be addressed in the personal appraisals. Each Apprentice is also encouraged to take part in a prayer triplet or other group.

## **4. Core principles**

This chapter sets out the principles on which the Apprenticeship Scheme operates and what is required of Apprentices.

The main operating principles for gospel ministry are **confidentiality, loyalty** and **accountability**.

### **Confidentiality**

In any gospel work issues will arise about people and situations that should be kept confidential. We need to take care in what we say to one another in the Apprentices team, and we must be especially vigilant not to pass on confidential information or freely pass opinions about issues discussed in private.

Discussions at the Apprentices Workshop will sometimes cover confidential issues. These are strictly not for general consumption. Please do not discuss issues or information shared at the workshops with members of the church family unless the information is clearly “public”. If in doubt, ask your trainer.

Apprentices may from time to time attend Elder or similar meetings as learning opportunities. All matters discussed in these settings are strictly confidential.



## **Loyalty**

One of the great dangers facing any Gospel ministry team is division and disunity caused by a lack of loyalty. This includes loyalty to the trainers, fellow Apprentices and to the leadership at church.

Loyalty only becomes an issue when there is disagreement. For the greater cause of unity, Apprentices will be expected to be always loyal to other Apprentices and to staff members. This means voicing support and enthusiasm in contrast to grumbling.

## **Accountability**

Apprentices are accountable to their trainer for their use of time. This means that during quiet periods Apprentices should first check with their trainer if there are any other areas where they can lend a hand. If not, then good use of ministry time would be to read some of the books on the reading list supplied each January.

A lack of immediate tasks does not imply Apprentices are free to fill their work time with non-Apprenticeship Scheme work. Please note that all outside speaking, music or other ministry engagements must first be cleared with your trainer.

## **5. Adjusting to life in ministry**

### **The unstructured day**

In ministry there is no such thing as '8 to 5'. When are we 'at work' and when not? Some events, e.g. leading a Sunday meeting, are clearly 'work', others are not. Typical questions people often ask include: "What will ministry life be like? What will feel strange/different? Who can I get help from? How will my spouse cope? How should I best use my time? Am I allowed to chill out?"

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, (including the family if married)
- Our friends are our customers
- The pattern is irregular

This can lead to laziness and disorganisation, or workaholism and guilt, or a combination of all four! There is no clear partition between 'work' and ministry, which is good, but it can also be oppressive because we can feel as though we are never free.

Some find the adjustment very tough. Others thrive on it. All will need to think about changes to lifestyle patterns and get used to new ways of working. One helpful technique is...

### **Diary planning**

Prepare an outline plan at the beginning of each week of the key things you want to do by the end of the week, building in times for meetings and other commitments. This allows you to see where the



'pressure points' are, and to be able to meet deadlines without everything being left until the last minute.

At the end of each working day it is helpful to jot down on the planning sheet how long you spent on each element of work, so you can begin to build a picture of where you spend your time, and get better at estimating what you can get done.

Having said that...

### **Less concrete achievements**

In a culture where we tend to be highly success/achievement driven we must learn to adjust to the nature of gospel ministry as a work where we can never define what 'we' have achieved. For example, even if we lead someone to Christ, that is actually God's work. And we may have been more faithful in our dialogue with someone who rejects the gospel.

There is no tightly defined 'job' description for an Apprentice: instead the emphasis is more on developing the knowledge, character and skills (see chapter 3) required for gospel ministry. This frees each Apprentice 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 individuals.

### **What do you do all day?**

This is a question that you'll need to think about how to answer, because it exists even if never uttered. When talking to members of the congregation about your work, you'll need to take care, because it is difficult for others to relate to the ministry work lifestyle. Much of what we do doesn't sound like work, and we should be sensitive too to just how hard many in the congregation are working, with major commitments to the church on top.

We tend to do more work 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 5pm with everyone else! – and then not grumble about many evenings being taken up with work.

### **Working from home**

This has big positives – no commuting, greater flexibility of time, but also negatives – loneliness, distractions such as the TV. If possible it is sensible to have a separate room or area of a room designated 'work'. If married it is also wise to talk through with your spouse patterns of being 'at work' and 'at home'. You'll need to be flexible to avoid resentment.

### **Work and rest**

We need to learn how to work faithfully and honestly at a pace that is sustainable over the long-term without going on a guilt-trip whenever we need to take time off for the normal things of life. Some suggestions for avoiding over-work:



Make sure you get a clear day off each week. We are wired to work six, rest one. In addition you should spend 4 evenings a week to rest/ and relax with partners and non-Christian friends.

- If you are working part-time as well as the Apprenticeship be aware of the extra pressure that doing two 'jobs' creates. (see Part-time Apprentices, below)
- Don't feel guilty about relaxing and enjoying life, and letting others know you need rest.
- Those who are married need to think about how their spouses will want to spend the day off. Often if the husband is in ministry and wife out at work, the wife will want to socialise and the husband avoid people. A compromise will be necessary!

### **Part-time Apprentices**

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 worth considering to make this less stressful:

- If possible, choose paid-work that is not highly pressured, as ministry is very demanding
- Be realistic about the amount of ministry you can do – don't try and do everything that the full-timers are doing
- Full-time Apprentices need to protect the part-timers and not have unrealistic expectations. Remember, part-timers are usually under more stress financially!
- Be extra 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!

## **6. The practicalities**

There are a number of practical issues that need to be addressed in order to ensure the Apprenticeship Scheme is most fruitful for all involved.

### **The Apprenticeship year and the Induction Workshop**

The Apprenticeship Scheme starts on the second Monday in January each year and runs through to the second Sunday in December. The first workshop includes an Induction session which all Apprentices and Trainers (both first and second years) are obliged to attend.

This Induction Workshop is a critical first step to setting us all up for, God willing, a fruitful year together. The purpose of the Induction Workshop is to provide:

- a detailed explanation of the Apprenticeship Scheme
- an opportunity to get to know each other!

The bigger picture of the Scheme as a whole will be explained by individual Trainers and will include:

- The vision for the Apprenticeship Scheme
- Adjusting to life as an Apprentice



- The Trainer – Apprentice relationship
- The Thursday Workshop
- Ministry responsibilities
- Financial and administrative matters including expenses and holiday arrangements

### **The Workshop**

Apprentice Workshops will start each week at 12:45pm for coffee, 13:00pm start. Therefore it is wise to aim to arrive at 13.40 am. Apprentice workshops follow the school calendar and therefore there are no workshops during school holidays.

The Workshop lasts until 16:00pm and covers three areas:

- A review of ministry issues within and when appropriate outside the church
- Bible exposition given by Apprentices, followed by feedback
- A theological discussion typically reviewing a book (e.g. Wayne Grudem’s *Systematic Theology*; Goldsworthy’s *According to Plan*; articles etc.) or discussion with a visiting guest speaker

### **Ministries**

Each Apprentice will be assigned to a number of ministries in their one or two years. This will include things like:

- Preaching and doctrine slots
- Leading and stewarding services
- Children, youth and /or student work
- Small group work
- Workplace Bible study group
- Men and /or Woman’s reading groups
- One-to-one’s
- Leading prayer and communion services
- Organising conferences and/or camps
- Initiating and serving in Mercy and Justice ministries.

Apprentices are matched to ministries balancing the training opportunities they afford with the ministries available at the churches involved. Apprentices are assigned to ministries at the beginning of each year and these will change as appropriate throughout the year. Each apprentice will take a lead in one ministry and support two or three others. Common ministries will include:

- Giving bible talks and doctrine slots
- Stewarding and welcoming
- Children, youth or Student work

- Women's work
- Small group work
- Evangelistic projects e.g. organising wine tasting events and missions
- One-to-one bible work and
- International student Work

### **Holidays**

Budget for and plan holidays in advance. Apprentices are encouraged to take five weeks holiday each year, two weeks of which should be taken from 15 January to 15 December. Think about how you want to spread your holiday, bearing in mind the key ministry times to avoid being away, e.g. during a Christianity Explored course. If for any reason you wish to be absent on additional Sundays this must first be cleared with your Trainer.

All proposed holidays should be submitted to your Trainer, prior to the start of each term so that clashes can be avoided. Where this is not done it may mean it is not possible for you to take holiday at the time you wish, so please plan ahead.

### **Study Books**

During the year you will be required to read three books – on average one a term – for review in the workshops. These will be provided at the beginning of each year. We assume you will also supplement this with other reading, and we will provide a suggested reading list in January.

Please note that we will pay for the three study books for the workshops. Other books which you wish to purchase will be at your own expense. Do ask your trainer if you can borrow their books, as they are expensive!

## **7. The role of the trainer**

### **Introduction**

Chapter 3 sets out the training themes of the Apprenticeship Scheme. The trainer is **the key role** through which these training themes i.e. growth in knowledge, skills and character are encouraged and assessed. The relational model of the Apprenticeship scheme is a key principle of its success and thus the trainer plays a pivotal role in directing and supporting their Apprentice(s) through their training.

### **Trainer responsibilities**

Naturally the trainers are expected to develop and maintain relationships with their apprentices over the one/two year duration of the scheme. Practically here are five major activities that trainers lead on or take part in:

- The initial orientation session with their apprentices
- In term support



- End of term reviews
- Trainers meetings and
- Recruitment and interviewing of potential apprentices

### **The initial orientation session**

Chapter 6 describes the induction session which takes place in early January. All trainers and apprentices are expected to attend this event. Shortly after the induction workshop and in any case within two weeks each trainer will hold an initial one to one “get to know you” or orientation session with their apprentices.

The purpose of the orientation session is threefold:

- For the Apprentice and the trainer to get to know each other
- For the Trainer to discuss, agree with and manage the expectations of the Apprentice of the frequency with which they will meet to review progress (both formally and informally) and the nature of their relationship; and
- For the Trainer to discuss and agree with the Apprentice the specific goals and objectives for the scheme, the immediate next term and their management of time.

### **In term support**

Dependant on the outcome of the initial orientation session the Trainers will meet regularly with their Apprentices and in any case should do so on a monthly basis. Trainers will attend the workshops and this provides an ideal time to catch up and check on the well-being of their Apprentices.

In addition, where possible, trainers are encouraged to take time to observe their Apprentices 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, each trainer will conduct a formal review with his/her apprentices. The end of term review provides a useful and constructive mechanism by which the Apprentice and Trainer can review progress, assess learning and discuss the joys and difficulties/challenges of being an Apprentice.

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

The reviews also provide an important opportunity to review, reflect and consider the longer term plans for ministry and the steps needed to bring these to fruition.



### **Trainer meetings**

Trainer meetings are held once a term. The purpose of these meetings is to provide an opportunity for the trainers to share experiences, identify lessons as well as a means by which the Apprenticeship Scheme Manager can keep trainers up to date and involved in developments of the scheme. These meetings, although short, provide an important opportunity for trainers to take a step back and review their roles.

### **Recruitment and interviewing of potential apprentices**

Trainers have an important role in supporting the recruitment of potential apprentices to the scheme. During the course of the year trainers will be involved in many situations in which to identify potential apprentices e.g. through weekly bible study groups, at church meetings etc. Trainers should seek these opportunities to talk with potential apprentices about whether they have ever considered or are considering a ministry career.

Trainers should encourage interested Apprentices to attend an *Apprenticeship Dinner*. The aim of the *Apprenticeship Dinner* are to provide potential apprentices an opportunity to find out about the importance of ministry, life as an apprentice and how to support the work. The *Apprenticeship Dinners* are hosted by one of the trainers. Existing Apprentices also attend and share their experiences of the scheme.

After the *Apprenticeship Dinner*, trainers should try to follow up with their guests to seek their feedback. If appropriate, trainers should then follow up with their guests to works towards them becoming an Apprentice. Trainers also may be asked to become involved in interviewing of potential apprentices.

## **8. Finance**

### **Support**

Gospel ministry requires sacrifice in terms of lifestyle, and the Apprenticeship scheme is part of learning how you 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. However, approaching individual church members from your local church should be cleared with your church leadership first.

*TRANS:mission* is strongly committed to raising up the next generation of Bible teachers and will therefore strive to help raise the necessary support. This will be done in conjunction with the Apprentice's local church, who is primarily responsible for helping the Apprentice secure the necessary support. The amount of support that each apprentice receives is 'means tested', and is based on budget estimates submitted and discussed at an interview with the trainer. An Apprentice's support should help cover living expenses including accommodation. Apprentices may therefore receive different amounts, depending on their own financial and family situation.



Some Apprentices may be permitted to work when there are no Workshops, in order to earn additional funds to support themselves. However, this should be discussed well 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 etc., as any member of the church would be expected to do.

### **Expenses**

In addition to an Apprentices normal monthly support, it is suggested that the Apprentice should be able to claim from their local church for expenses incurred as part of their Apprenticeship. Some suggestions in this regard:

1. A guideline for allowable and expected maximum totals for expenses, as well as expense claim forms should be provided by the local church to the Apprentice at the start of the year.
2. Apprentices should claim expenses on a monthly basis and provide receipts to their trainer for authorisation. Appropriate expenses will be reimbursed by the local church.

## **9. The role of the Supporter and their responsibilities**

### **Developing the Scheme – to train more workers**

Apprenticeships are proving hugely beneficial to the Apprentices (in the opinion of the Apprentices, the churches where they work and neutral observers). They are acquiring both understanding and courage to pursue Bible-driven gospel ministry in a diverse range of circumstances.

It is evident that our commitment to sending more gospel workers out to make disciples for our Lord requires the development of the Scheme in the following dimensions:

- **More Apprentices** – we need to enable more Apprentices to do the Scheme. The numbers are still small considering the national and international need for gospel workers.
- **More Churches** - other churches in Pretoria and beyond have indicated the desire to oversee Apprentices but don't have the people or infrastructure to enable this. *TRANS:mission* would like to facilitate a training programme for Apprentices at other churches.
- **More Schemes** – we want to be able to establish a model of a scheme for a network of ministries that could be developed elsewhere; this requires attention to the equipping and resourcing of those involved in training apprentices, i.e. training the trainers.

### **Apprenticeship Supporters – supporters with gospel vision**

*TRANS:mission's* aim is to gather a small group of committed supporters of evangelical convictions with a passion for the recruiting and training of more gospel workers, who are able to make significant financial commitments, ideally for a minimum of two years.

To provide some indication of the costs involved: The average full-time apprentice, who is 25 years old, have a tertiary qualification and are not yet married will require approximately R100,000 per annum in support, excluding expenses.



*TRANS:mission* organises an annual dinner in Pretoria where Supporters can meet the Apprentices, This is followed up with regular reports for Supporters so that they are intimately involved in this absolutely critical gospel strategy.

## **10. Frequently asked questions**

### **Introduction**

This chapter lists the typical questions and answers to questions frequently asked about the apprenticeship scheme.

### **Questions and answers**

#### **1. I couldn't consider the apprenticeship scheme; I am not good enough?**

The scheme isn't designed for people who are "experts" in ministry. In fact, a key requirement for potential apprentices is a willingness to serve humbly, to learn from others, a desire to explore what a career in ministry could entail and the potential to lead in the future. In selecting potential apprentices we will look for some ministry experience e.g. helping/teaching at Sunday School, supporting a mid-week Bible study group, youth work etc. We are not looking for bible experts!

#### **2. I am married. Is the scheme just for single people?**

No, each year many of the Apprentices are married. There is no reason why married couples cannot become Apprentices. We recognise that pressures on married couples are more than for single apprentices given the nature of ministry and married couples should discuss how they can support each other whilst one is serving as an Apprentice. We provide opportunities once a term for the apprentice's wives, married apprentices and staff's partners to meet to discuss shared issues, support each other and pray together.

#### **3. Can I do the scheme part time, will this be workable?**

Yes, serving as a part time apprentice is possible, though not ideal. Working part time enable the apprentice to earn whilst supporting their work. We ask that apprentices are available three days a week (including Sundays). Any less than this and Apprentices will feel frustrated as they will not be able to get heavily involved in ministry work and are likely to burn themselves out trying.

Those who wish to undertake the scheme part time need to wisely assess whether they can balance two demanding roles. We can help potential apprentices think through these issues as part of the decision making process.

#### **4. Can I do the apprenticeship scheme in one year?**

Yes, but again this is not ideal. In our experience apprentices need a year to get their "feet under the table" and to adjust to ministry life. The second year enables the apprentices to grow in maturity and develop in their knowledge and in service of others. A year often does not provide sufficient opportunity to develop or to identify whether full time Christian ministry is the best way forward



## 5. How much grant will I receive?

The grant is means tested i.e. is based on existing savings/income the apprentice is able to bring with them. Potential apprentices are strongly encouraged to identify funds they can contribute to the scheme, where possible.

## 6. What will life as an Apprentice entail? What will I be doing?

The scheme is designed to help Apprentices grow in godliness, knowledge and skills. Life as an Apprentice isn't a typical 8 to 5 – in fact evenings are generally busy with more time in the day for reflection and/or private study.

Typically an apprenticeship has three components:

- bible based teaching at a weekly workshop,
- two or three ministries with one in a lead role e.g. Men's work, Children's work, mid-week bible talks, administration etc. and
- private study and prayer life

In addition each apprentice is assigned a trainer (who is a member of staff) who coaches and supports the apprentice over the life of the scheme).

### Conclusion – the privilege of sharing in this gospel work

Of the many demands upon our resources, there could be no more strategic, exciting or important ministry than the recruiting and quality training of more gospel-workers. We pray that many will join us in this vital work.

For more information, or to become a *TRANS:mission* Apprenticeship Supporter please contact:

	<b>Griffel van Wyk</b>	or	<b>Tobie Meyer</b>
e-mail:	griffel@grkbooklyn.org.za		tobie@ligpunt.com
phone:	082 354 3627		072 565 8374

or visit us at [Trans-mission.co.za](http://Trans-mission.co.za)

## APPRENTICESHIP RESPONSIBILITIES (EXAMPE)

### 1. General

- Attend TRANS:mission workshops – Thursdays (13h00 – 16h00)
- Attend LIG.punt’s staff meetings – Mondays (11h00-14h30)
- Sit in on Tuesday morning sermon prep
- Required reading and audio

### 2. Students

- Plan, launch and run the Sunday evening gatherings  
Herkou@Hergunters.
- Visit Men’s Residences regularly
- Facilitate long-term Bible study group – at least at one Men’s Residence
- ‘One-to-one’ Bible reading – Minimum of 2 guys per week
- Meeting up for coffee/beer and chat – as many as possible
- Help students to feel at home and become involved at LIG.punt
- Intentional partnerships with other student ministries

### 3. Schools

- Lead a school assembly once a month, at both schools
- Support Pieter in establishing the school assembly curriculum
- Organize and lead 1 school camp per year
- Maintain a healthy relationship with the staff of the schools

### 4. Sunday Services

- Help with setup and cleanup
- Lead services – at least once a term (dates to be confirmed)
- “Gospel and culture” slots – twice a year (dates to be confirmed)
- Preach – at least twice a year (dates to be confirmed)

### 5. Midweek gatherings

- Lead a LIG.punt home group
- Shepherd men in your group and support the female leader in looking after the women

### 6. BID.punt

- Help with monthly setup/cleanup
- Facilitate prayer meeting – twice a year (dates to be confirmed)
- Facilitate Lord’s Supper and gospel talk – twice a year (dates to be confirmed)

### 7. Mercy Ministry

- Get stuck in at Meetse-a-Buphelo

### 8. Other LIG.punt events

- Attend a “God op Kantoor” group every Tuesday morning
- Help organize and host the “Voorwaarts” camp
- Help organize and host the “Herlaai” camp